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Local Government Service

No. 18 JUNE, 1934 Vol. XV

N.A.L.G.O. IN CONFERENCE

FULL REPORT OF THE DISCUSSIONS AT THE ANNUAL ASSEMBLY AT SCARBOROUGH

BY OUR SPECIAL REPRESENTATIVE

In the second front row are: Mr. H. Allen (N.E.C.), Mrs. Franks (N.E.C.), Mr. J. E. Gee (N.E.C.), Mr. L. Hill (general secretary), Dr. A. Wotherspoon (president), Mr. C. G. Brown (immediate past president), Sir Henry Jackson, M.P., Mr. G. W. Coster (vice-president), Mr. F. J. Willett (chairman, N.E.C.), Mr. P. H. Harrold (hon. solicitor for England), Mr. A. Pinches (N.E.C.), Mr. A. G. M. Archibald (N.E.C.), Mr. F. R. Finch (N.E.C.). Front row (from reader's left):—No. 2, Mr. J. W. Singleton (N.E.C.); No. 7, Mr. W. G. Auger; No. 8, Mr. C. A. W. Roberts (N.E.C.); No. 9, Mr. J. Bartliff (conference secretary), No. 10, Mr. John Chaston (N.E.C.); No. 11, Mr. J. W. Wilkinson (N.E.C.).

THE annual conference of the Association at Folkestone in 1933 was aptly described as a "flannel shirt conference." The 1934 conference at Scarborough on May 19 and 21 can be fittingly termed an "overcoat conference." Presiding at the luncheon at which he entertained the members of the National Executive Council, the Mayor of Scarborough, who visited last year's conference, was constrained to confess that he wished it had been rather cooler at Folkestone and somewhat warmer at Scarborough. It was a wish that found a widespread echo. But what Scarborough lacked in the matter of congenial weather for a good part of the time the delegates were in the town, it more than made up in the warmth of its welcome to the 1,100 men and women who had come from all parts of the country to participate in what was unquestionably one of the most notable assemblies of the Association in its twenty-nine years' history.

Moreover, the weather certainly had its compensations in this respect, that it helped to give us a splendid working conference. For one thing, I noticed that there was not the same tendency to seek relaxation outside the conference hall during the business sessions as there was at Folkestone. But there was another and more potent reason for this. I cannot remember a conference of N.A.L.G.O. at which there was such a high standard of speaking as was the case at Scarborough. The occasion demanded it, with the recommendations of the Hadow Committee as the main theme of discussion, and the delegates rose magnificently to the occasion. If, as Chesterfield said, it is the business of oratory to persuade people, and to please people is a great step towards persuading them, then many delegates were brilliantly successful. Some at least by their eloquence succeeded in persuading their colleagues, like Mr. Britling, to "see it through," and incidentally to fulfil their duties assiduously and conscientiously, if perhaps all were not successful in converting the assembly to their point of view. Throughout the two days' proceedings a fine spirit of tolerance, good humour and optimism prevailed, encouraged as the Conference was by the highly satisfactory report of the year's work presented by the National Executive Council.

Before proceeding to the detailed report of the deliberations, a brief review may be given of the salient features of the Conference. A large part of the morning session on the first day was occupied in the consideration of amendments to the rules of the Benevolent and Orphan Fund. Generally speaking, the object which the National Executive Council had in view was a tightening up of the administration, for the income of the Fund has not been keeping pace with the expenditure. Most of the proposed amendments were, however, defeated, and in view of the feeling of the Conference a number of others were withdrawn; but the discussion, it was generally agreed, would provide a substantial fillip towards securing further financial support for the Association's benevolent work. It would be difficult to conceive a conference of N.A.L.G.O. at which the superannuation question does not assume prominence. The problem was again to the fore, this time through a motion from South Wales calling upon the Government to put into operation the recommendation of the Hadow Committee that superannuation should be made compulsory throughout the service. Already, however, the Association's Bill has been introduced in Parliament to achieve this object. The Prime Minister is to be asked to receive a deputation on the subject, and, failing satisfaction by the end of November next, the National Executive Council has been instructed to

ANNUAL CONFERENCE *(Continued)*

HOW THE BENEVOLENT AND ORPHAN FUND SERVICE GROWS

BIG DRIVE FOR A HUNDRED PER CENT. MEMBERSHIP OF THE FUND

formulate and carry out a programme of propaganda to demonstrate that compulsory superannuation is urgently necessary.

As already indicated, the main discussion at the Conference centred around the Hadow Report on the qualifications, recruitment, training and promotion of local government officers—the most important document on local government that has yet been issued, as it was described. The Conference unanimously expressed its appreciation of the committee's work, welcomed the report as a valuable contribution towards the building up of a local government service on a more scientific and national basis, and expressed the opinion that the time has arrived when the system of recruitment and the standard of education of the local government officer should be regulated on a national basis. The recommendations of the National Executive Council on the report were generally endorsed, but one conspicuous decision was the reference back for further consideration of the paragraph relating to the recruitment of university graduates. An emphatic demand was made for extended facilities for university education for officers already in the service, and particularly for the institution of a degree in public administration open to external candidates.

THE CIVIC WELCOME

The Conference was held at the Central Hall—probably the first time a N.A.L.G.O. conference has been held in a place of public worship. It assembled under the chairmanship of the retiring president, Mr. Cecil G. Brown, LL.B., ex-town clerk of Cardiff. At the opening of the Conference on May 19, the mayor (Councillor G. K. G. Pindar, J.P.), the Mayoress (Mrs. Pindar), members of the town council, and the town clerk (Mr. Sydney Jones) attended in state and extended a civil welcome to the delegates. On rising to address the Conference, the Mayor was received with loud cheers. He recalled that twelve months ago at Folkestone he and the chairman of the Scarborough Finance Committee (Councillor Whittaker) had extended to the Association an invitation to hold the 1934 Conference at Scarborough. It was now twelve years since the Conference had last met in Yorkshire. In 1922 they visited Bridlington. He congratulated the Association on having selected Cayton Bay as the site of their latest holiday centre. The corporation had done all in their power to assist in connection with that scheme, and it had given the Mayoress great pleasure to open the centre, which was growing more beautiful as time went on. The present visit of the Conference was in the nature of a birthday celebration for the centre.

To-day, it seemed to him, both the members of local authorities and the officers had to face serious and unusual problems. They had in the local government of this country an inheritance of which they ought to be proud. He knew of no other country in the world where the same splendid service was given by those elected by the people and by the officers who were responsible so much for the work. He urged that they must all carefully safeguard the ideals of local government and that they must all have a lofty conception of their duties. After alluding to the amenities of Scarborough, His Worship mentioned that the Town Clerk is president of the local branch of N.A.L.G.O., and paid a tribute to his service; to the work of the Mayor's secretary (Mr. Foord); and to the work of Mr. Smettem in connection with the production of the "Beano" magazine.

The PRESIDENT proposed a vote of thanks to the Mayor. At Folkestone His Worship had come, had seen, and had conquered, and it was impossible that this year's Conference should be held anywhere else but Scarborough, which was now one of the permanent homes of N.A.L.G.O. Their delightful rest centre at Cayton Bay would always be under the protection of the Corporation of Scarborough.

B. AND O. FUND

The Conference then proceeded to consider a variety of matters in relation to the Benevolent and Orphan Fund. The report of the Committee of Management showed that during the year the twelve Regional Committees had held 49 meetings and had considered 506 applications for assistance. The following statement shows the three chief sources of income of the fund for 1933 as compared with 1932 :—

	1932			1933		
	£	s.	d.	£	s.	d.
Life members ..	762	6	0	661	10	0
Annual contributing members	5,411	3	4	5,877	3	1
Donations ..	4,751	16	11	4,672	17	11
	£10,925	6	3	£11,211	11	0

Although there was an increase of 4,518 in the number of annual contributing members of the fund during 1933 as compared with 1932, this increase did not equal the increase in the membership of the parent Association during that period. The council was strongly of the opinion that it was the duty of every member of the Association to become an annual contributor to the fund. In 1933, 315 life members were enrolled, making a total of 6,479 since the inception of the fund. During the latter part of 1933 branches were asked to arrange a special membership campaign on behalf of the fund. At the date of the issue of the report, 244 branches had reported that, as a result of personal interviews, etc., with non-members, they hoped to bring the membership up to 100 per cent. within the areas of those branches. The remaining branches were urged to endeavour to obtain 100 per cent. of membership. Reports had also been received to the effect that branches were arranging social or other functions on behalf of the fund, and, although the results of these efforts would not be apparent in the 1933 accounts, it was hoped that the increase in donations received during 1934 would be substantial. In 1933 grants amounted to £11,127 19s. 0d. as compared with £10,621 8s. 8d. in 1932. Twenty loans were made in 1933 as compared with 34 in 1932, the respective amounts loaned being £688 10s. 0d. and £1,056 10s. 0d. The amount of loans outstanding at the end of 1933 was £1,237 10s. 9d., the figure at the end of 1932 being £1,589 3s. 8d.

Convalescent Home Project

During the past year a joint meeting was arranged between a sub-committee of the Management Committee and the Nalgo Approved Society Emergency and Convalescent Home Sub-committee, to consider the question of the desirability of establishing a convalescent home at a convenient seaside resort on the south coast. Full and careful consideration was given to all aspects of this project, and it was finally decided that for the present arrangements should be made for beds to be reserved for members of the Association in a suitable convalescent home at Bournemouth.

MR. H. S. NEWTON, chairman of the Committee of Management of the B. and O. Fund, in introducing the report, said that the total amount handed in for presentation to the Fund at the present Conference was £14,440 13s. 2d., as compared with £13,884 1s. 0d. at the Folkestone Conference last year. The following are the amounts this year in respect of each district :—

	£	s.	d.
Metropolitan	2,434	6	9
North Western	3,328	14	5
North Eastern	953	19	6
Yorkshire	1,869	0	0
East Midlands	875	0	1
West Midlands	976	12	3
Eastern	792	9	5
South Eastern	689	15	6
Southern	510	15	11
South Western	756	17	9
South Wales	899	11	11
Scotland	353	9	8

The Mayoress of Scarborough received purses on behalf of the Fund, and presented the usual trophies to those branches which had shown special distinction in the matter of assisting the Fund.

The "Sir Homewood Crawford" Shield, awarded to the Branch contributing the highest average amount per member, was awarded to the Swanscombe Branch with a membership of 4; amount contributed £11; average amount per member, £2 15s. 0d.

The "Sir Charles Wakefield" (Lord Wakefield) Shield was awarded to the Manchester Branch, which had collected a total of £324 12s. 9d., the highest aggregate.

The Bridlington Cup went to the Maidstone Branch, with 74 members; amount collected £48 8s. 11d. This Cup is awarded to the Branch which has contributed the highest aggregate amount with membership not exceeding 75.

The "Beano" Purse

A purse representing the profits on the publication of the "Beano" magazine by the Scarborough Branch was handed in. Mr. Newton said he understood the profit was £550. Although Scarborough had done all the work in connection with this venture they had kindly agreed to distribute the amount according to the contributions of the various branches.

The Mayoress then handed over diplomas to Cardiff, Leeds and Salford Branches, each of which has contributed at least £2,000 to the Fund; and also diplomas to the following which have subscribed an average of £5 per member to the Fund: Barnet, Finchley, Folkestone, Malvern, Maidstone, and Peterborough.

In presenting the purse on behalf of the Scarborough "Beano," Mr. Smettem thanked members on behalf of the Special Appeal Committee for the "marvellous response" which had been made to this venture. The committee had been able to allocate sixpence a copy in respect of every copy sold. They had had returns in respect of 22,000 copies. It had only been possible to allocate £550 to the present purse owing to the fact that some branches had not yet made returns. The total profit at the present moment stood at £602 (cheers). The balance would be allocated to the 1935 purses.

The Mayoress, who was presented with a bouquet, was cordially thanked for her service on the motion of Mrs. Franks. The Mayoress said she did not realise until that morning what a wonderful thing the B. and O. Fund was.

The General Secretary

MR. L. HILL, General Secretary, on rising for the first time in the Conference to make an official announcement, was received with a resounding burst of cheers—a tribute to his recent completion of twenty-five years in the office of General Secretary.

MR. W. E. LLOYD, Hon. Treasurer, presented the financial statement in respect of the B. and O. Fund, details of which were given in the report. The accounts were adopted.

Conference then proceeded to consider a number of notices of motion by the National Executive Council for amendment of the B. and O. Fund rules, and also amendments to

INCREASED INCOME FOR THE B. & O. FUND WANTED

KEEN DISCUSSION ON THE N.E.C.'S RULES PROPOSALS

the N.E.C. motions. The notices of motion were introduced by Mr. Newton.

The National Executive Council pointed out that certain suggested additional rules were based on those applicable to the Benevolent and Orphan Fund of an organisation similar to N.A.L.G.O. The members of that fund, however, pay a minimum subscription of 6s. per annum for membership thereof, against the subscription of 2s. 6d. per annum for the N.A.L.G.O. Benevolent and Orphan Fund. In spite of the larger subscription, the other fund had a contributing membership for the year 1932 of 70.84 per cent. of its parent organisation's membership, whilst for the same period the N.A.L.G.O. Benevolent and Orphan Fund, with a much smaller subscription, had a contributing membership of 51.7 per cent. only of its parent organisation's membership. Further, in view of the increased calls for assistance which are being made upon the Benevolent and Orphan Fund, the Council may be compelled to realise some of the investments of the fund unless increased income is secured and/or the cases for assistance are dealt with in a less generous manner.

Administrative Uniformity

Attention was called to the fact that the grants paid for the year ended December 31, 1933, amounted to £10,798 9s. 7d., without including the education and maintenance of N.A.L.G.O. orphans, whilst the subscriptions and donations for the corresponding period amounted to £11,211 11s. 0d. The income derived from the sale of "Help Yourself" Annuals should not be reckoned in the general income of the fund, because in any year this form of revenue may cease.

In connection with the deletion of Rule 23 and the alterations of Rules 25 and 27, the council particularly desired to bring about more uniformity in the method of dealing with applications for assistance. Numbers of urgent cases arise in different districts between meetings of the Management Committee of the fund, and if assistance up to £30 only has been required, each individual chairman of a regional committee has had power to deal with the case, provided the application is in respect of a member of the fund or a member's family and there has been no previous assistance granted. The council recognised the value of regional committees, and did not propose to recommend any change in the rules for the constitution of such committees. However, from time to time cases are received where regional committees have granted the first £30 when the Management Committee considered that a smaller sum or even a loan ought to have been made, but under the present rules of the fund it had no power to alter such decisions. By substituting £15 for £30 the council would be better able to conserve the interests of the Fund.

The amendment of Rule 30 (b) had been found to be necessary because in some instances the membership of a particular branch had decreased to such an extent that the branch had qualified for a diploma under this section of the rules, not because of any increased efforts on behalf of the Fund, but because of a decline in interest in the Association generally, and the council felt that this invidious position should not be perpetuated.

MR. NEWTON, on behalf of the National Executive Council, moved to insert the following new Rule 3*a* :—

(i) To be eligible for election as an annuitant, the applicant, or, in the case of a widow her late husband, must have been a life member or a contributing member of the fund for at least five years immediately previous to the receipt of the application or continuously since the date of entry into the service if less than five years.

(ii) No annuity shall be granted to any applicant under the age of fifty, unless such applicant is afflicted with paralysis, insanity or blindness or unless there is some other valid reason which prevents the applicant from earning a subsistence.

(iii) In determining the amount of an annuity, the real or personal property exceeding £200 possessed by the applicant shall be assessed at its annual value if then expended in the purchase of a Post Office annuity, and the annual value shall be revised every fifth year.

(iv) No applicant for an annuity shall be assisted until every effort has been exhausted to obtain some definite sum for maintenance from the applicant's children, according to their means.

An amendment was submitted by the South Eastern District Committee to add after the word "husband" in (i) the words "or other relative upon whom any applicant was dependent."

The Cambridgeshire Branch proposed that paragraph (iv) of the suggested new rule be deleted.

Leicester Branch had on the agenda paper a further amendment to add sub-section (v) so as to read: (v) The National Executive Council shall have the right to vary sub-sections of Rule 3(*a*) as required by exceptional circumstances.

Mr. Newton said that the Management Committee had been seriously concerned that the income of the Fund had not been keeping pace with the expenditure. There were members of the Management Committee who considered that the subscription of half a crown was too small. There were others who thought that it should be made certain that money was not being paid unnecessarily from the Fund. When twelve different committees—the regional committees—were considering cases there could not be the same uniformity as when cases were dealt with by one committee. It was realised that the regional committees were doing wonderful work, and it was therefore proposed that the regional committees should have power to deal with sums up to £15. It was further proposed to tighten up the rules with regard to annuities.

Annuities for Dependents

MR. WEBB, on behalf of the South Eastern District Committee, contended that the proposed new rule precluded the granting of an annuity to persons who were not widows but who nevertheless might have been dependent upon deceased members. The South Eastern amendment did not interfere with the conditions laid down with regard to membership for five years. It might be said that the proposed new rule only precluded the granting of annuities in the cases he had mentioned and not the granting of assistance. But he could not see the difference between an annuity and assistance.

MR. BRISTOW (Reigate) seconded the amendment.

Mr. Newton urged the Conference not to pass the amendment. To attain the object suggested by Mr. Webb the amendment would have to be framed in different terms. Cases which did not come within the scope of the proposed new rule would be dealt with as cases of temporary relief.

The amendment was carried.

ANOTHER GROUP OF DELEGATES SNAPPED AT THE CONFERENCE

ANNUAL CONFERENCE *(Continued)*

BENEVOLENCE WITH RESTRICTIONS?

BIGGER INCOME THE ALTERNATIVE

A delegate of Cambridgeshire Branch, moving the amendment standing in the name of that Branch, argued that the proposed new rule would introduce a means test which would lead to unpleasantness, and this should be avoided. Family relationship would be disturbed if the new rule were rigidly applied.

Mr. Newton said he did not know any valid reason why the resources of the B. and O. Fund should be used to relieve children of their moral responsibility towards their parents. There were children who were proud to render assistance to their parents when the latter were in distress; there were others who would not. When they had the Fund administered by twelve regional committees it was very desirable that there should be a definite rule to ascertain whether the children were in a position to help their aged mother.

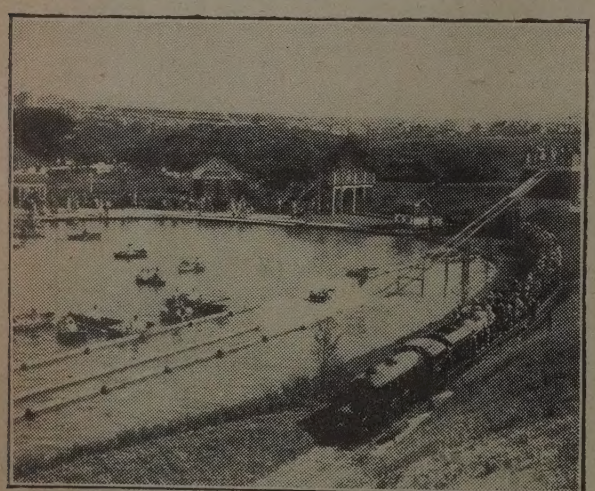
The Cambridgeshire amendment was lost.

MR. RAMSEY (Leicester), moving the Leicester amendment, suggested that the proposed new rule was too rigid. There should be a certain amount of discretion in the granting of assistance.

The Leicester amendment was carried.

Regional Committees' Duties

MR. TAYLOR, on behalf of the North-Western District Committee, opposed the proposed new rule as amended. There could be no doubt, he said, that very much was required to be done in certain directions, either to supplement very largely the income of the fund or by imposing restrictive conditions to decrease the out-goings. The B. and O. Fund had been built up entirely on the spirit of benevolence. The most important feature of the Fund was its humanity. The proposal was one which would entirely take out of the Fund the humanity and benevolence claimed for it. Not one word of evidence had been adduced to show that regional committees or branches had carried out their duties improperly. The Management Committee had paid tribute to the Regional Committees, but, inconsistently, proposed to place restrictions on the committees under the rules. He hoped that the Conference would not do anything which was calculated to lessen the income of or interest in the Fund.



SCARBOROUGH: THE MINIATURE RAILWAY AND THE CHILDREN'S BOATING POOL

It was not the duty of the Management Committee to come to Conference and suggest that because there was still an increase in the out-goings, benevolence should be hedged around with restrictions. They must do all they could to increase the income. Though the members of the Association had been passing through a trying time during the last two years, the income of the Fund had been showing an increase.

MR. HUGHES (Manchester) seconded. He recalled that he was present at the inception of the Fund in 1910. In that year they raised £16; to-day they had raised £14,400. The Fund had done exceedingly good work. The North Western District Committee felt very strongly that an attempt was being made to take away the powers of the regional committees and the branches to review cases coming to the branches.

"Give Us The Money"

MR. DRANSFIELD (Yorkshire District Committee) supported the proposal of the Management Committee. He considered that the rules required tightening up.

MR. YOUNGER (Coventry) spoke against the proposed rule. It seemed to him, he said, that the whole reason was financial. It was panicky legislation.

MR. ARMITAGE, on behalf of the National Executive Council, advised Coventry not to use such words as "panicky legislation." There was nothing panicky about the proposal at all. The Management Committee was not attempting to restrict annuities. So long as these annuities were to be granted, then they must be prepared to find the money. It had been suggested that it was not impossible to have an occasional revision of persons who are in receipt of grants. He could not imagine anything more unsatisfactory than that the Management Committee, after giving an annuity, should, perhaps, after four or five years, rescind that decision. "What we want you to do," Mr. Armitage emphasised, "is to give us the money. What they want is no restriction at all in cases of real need. It is a very grave reflection on N.A.L.G.O. that there is not sufficient money provided for giving relief to real cases. Every branch should return one hundred per cent. membership of the B. and O. Fund. There are men in the Service who are too miserable and mean to give two shillings and sixpence per annum. We need the money. Please provide it." (Cheers).

MR. NEWTON said that out of 73,000 members of the Association, there were at least 27,000 who were not paying the two shillings and sixpence per annum. (Cries of "shame.")

A Liverpool delegate referred to the difficulty of raising money in a large branch as compared with a small branch. It was absurd, he said, to keep "rubbing in" from the platform the idea of a hundred per cent. membership, when it was not realised what a hundred per cent. membership in a big branch meant.

The motion of the National Executive Council was lost.

MR. NEWTON formally moved that the following new rule be inserted:

"Except as otherwise decided by the Management Committee in cases which, in their opinion, require special consideration, no application for temporary relief shall as a general rule be entertained when the applicant has savings which, when realised, are in excess of £200."

MR. TAYLOR (North Western District Committee) opposed.

The proposal was defeated.

Mr. Newton moved the insertion of the following new rule:—

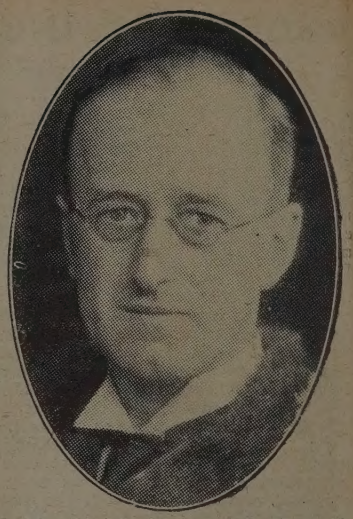
"(i) Loans may be granted to applicants to meet expenses incurred in cases of emergency. For the purpose of this rule, house purchase or repayment of principal (with or without interest) under a mortgage shall not be considered a case of emergency.

(ii) No loan may as a general rule exceed the sum of £50.

(iii) No special charges of any kind shall be made for the granting of loans, but borrowers must pay interest at the rate of 2½ per cent. per annum. Loans without interest may be granted in special cases."

MR. RILEY (North Western District Committee), opposing, described the proposal as "the negation of benevolence."

The motion was lost.



His Worship the Mayor of Scarborough (Councillor G. K. G. PINDAR)

Life Membership

Mr. Newton moved to delete the figures "£2 2s. 0d." from line 1 of rule 5*a* (i) and substitute the figures "£3 3s. 0d." An amendment by the West Ham Branch proposed the deletion of the words "in any one year" and substitute "spread over two years." (Rule 5 (*a*) (i) at present reads as follows:—

"(i) a personal donation of not less than £2 2s. 0d. in any one year shall be a "life member.")

MR. TAYLOR (North Western District Committee) opposed the proposal of the National Executive Council.

MR. LAMB (Southport), also opposing, said that in his opinion the amount handed in for the fund that morning should have been considerably more, and he suggested that before increasing the amount, the members who were not contributing should be called upon to contribute.

MR. MCDOUGALL (West Ham), urged that members should have a longer time in which to pay the personal donation of £2 2s. 0d. to become life members.

The West Ham amendment was lost, as was also the proposal of the National Executive Council.

Mr. Newton, for the N.E.C., moved the deletion of Rule 23 relating to Regional Committees.

MR. PERKS (Birmingham) submitted the following amendment:—

Delete the existing Rule 23, and substitute the following therefor:—

"In urgent cases coming within its province, a branch may in any one year make grants which in total do not exceed an amount equal to one-third of the total contributions

THE PRESIDENT'S ADDRESS

REMARKABLE EXPANSION OF THE ASSOCIATION'S ACTIVITIES: A RECORD YEAR'S INCREASE IN THE MEMBERSHIP

of such branch for the previous year, provided that in any one case the grant voted shall not exceed £5. Such cases to be reported to the Regional Committee for allowance or disallowance. In the event of disallowance by the Regional Committee, the grants shall be borne by the branch funds, but the branch shall have the right of appeal to the Management Committee."

to centralise the administration of the Fund.

The National Executive Council's proposal was defeated.

MR. NEWTON: In view of the feeling of the Conference about these rules, and as I believe I can be assured of the efforts of every branch to increase contributions during the next year, I am prepared to withdraw the remaining proposals.

and the steady progress of its ancillary activities. The total number of branches is 537—an increase of 27 over last year—and the net increase in membership at January 31 last is 6,731, which is the highest increase we have yet recorded. The total membership at January 31 was no less than 74,619; the membership of the Provident Society is increased by nearly two thousand; the Building Society

SMILES WHICH REFLECT THE OPTIMISM OF N.A.L.G.O.

Rule 23 at present reads as follows:—

"All grants shall be made by the Regional Committee, on a report of the branch, but a branch, in urgent cases coming within its province, may in any one year make grants which in total do not exceed an amount equal to one-third of the total contributions of such branch for the previous year, provided that in any one case the grant voted shall not exceed £30, after taking into account any previous grant made to such case. Provided that in cases where, in the opinion of the branch, the applicants are deserving of a grant in excess of the amount voted by them, they shall have power to refer the applications, together with their observations, to the Regional Committee."

MR. PERKS said that assistance might be a matter of immediate need, but if the rule was deleted such cases could only be dealt with by the chairmen of Regional Committees, who might not be available at short notice. If the rule was deleted branches would lose their discretionary powers.

The Birmingham amendment was lost.

Centralising the Administration?

MR. TAYLOR (North Western District Committee) opposed the proposal of the National Executive Council. He thought that of all the proposals this was perhaps the worst. (Laughter.) His branch had 292 life members. It had 93 per cent. of its members as annual subscribers. In addition, by pennies every week, it had contributed a sum of over £100 every year to the B. and O. Fund. The N.E.C.'s proposal would take away from the Salford Branch some of the assistance for which it had so generously contributed. He was certain there must be many branches like that which would feel the strongest opposition to the proposal. How could they be expected to give generously when they were deprived of any rights they had in the administration of the Fund? The proposal was a deliberate attempt

The remaining proposals of the National Executive Council for alteration of the Rules of the B. and O. Fund were, by leave of the Conference, withdrawn.

Stockport Branch submitted the following amendment to the report of the Management Committee:—

"That this Conference regrets to notice that the total number of members (Life and Annual Subscribers) to the B. and O. Fund is very much below the number of members of the Association, and urges each Branch to use its utmost endeavours to induce every member to become an Annual Subscriber to the B. and O. Fund."

A delegate of the Stockport Branch said that the remedy for the present "lamentable state of affairs" seemed to him to lie with the branches.

The amendment was adopted.

A notice of motion had been given by the Mid-Herts Branch to the effect that provision be made for smaller annual contributions to the Fund, minimum one shilling, for those in receipt of salaries under £100, also giving full recognition as members.

The motion was lost, and the report of the Management Committee, as amended, was approved.

PRESIDENTIAL ADDRESS

The PRESIDENT, on rising to deliver his presidential address, was received with loud cheers. He said:

I do not propose in this address to deal in detail with what I regard as the excellent Report of the National Executive Council, which will come before you for consideration, but I should like to mention specially some of the more important matters embodied in the Report.

It is my pleasing duty to follow the precedent of my predecessors in recording continued increase of the membership of the Association, has made remarkable progress. Our activities show in general very satisfactory growth.

A special observation, however, must be made here regarding the Benevolent and Orphan Fund. The amount of revenue last year was slightly less than the previous year, while the grants increased by £700. I venture to say, having regard to the discussion this morning, that we must be agreed it is essential that the growth of revenue should be commensurate with the calls for help. Whatever we fall short in, it should not be in the help we give to the less fortunate of our members and those dependent on them. It is a wonderful work and should appeal to us all. I hope that far greater efforts to raise money will be made. I make an appeal to every member of the Association to pay an annual donation to this Fund.

The Hadow Report

Of the events of the past year the Report of the Departmental Committee on the qualifications, recruitment, training and promotion of Local Government Officers is of outstanding importance. I take the opportunity of making some general observations suggested by the Report and the subject with which the Report deals. It is now ninety-nine years since municipal government in Boroughs was placed by Parliament on a democratic electoral basis, and it is forty-six years since County Government, formerly vested in the Justices of the Peace and in Quarter Sessions, was placed upon a similar basis. It is a mere commonplace to say that the duties of Local Government Authorities and, in consequence, those of their officers, have been constantly increasing in what may almost be called geometrical progression in the last hundred years. Yet it is singular how little is to be found in Acts of Parliament as to the officers of Authorities fulfilling such extended functions.

Provision is indeed made for a Town Clerk,

ANNUAL CONFERENCE *(Continued)*

EFFICIENCY THE BEST SAFEGUARD

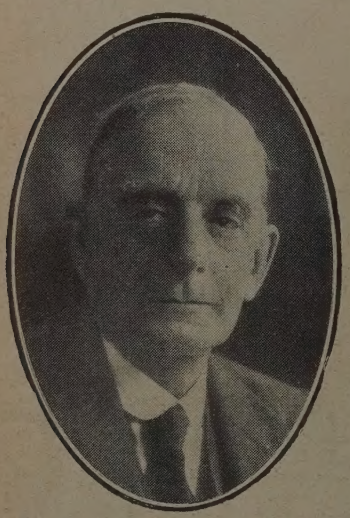
MR. CECIL G. BROWN ON HIS IDEAL SYSTEM

a Clerk of the Peace, a Borough Treasurer, a Borough Surveyor, a Medical Officer, but the general statutory qualification is merely that the officer should be a "fit person," Parliament leaving it to the local authority to say what "fitness" means. Since 1835 the number of local government officers has, of course, been constantly increasing, and from time to time one sees signs of impatience at the recognition of this fact. I have, for instance, in my own town seen contrasts drawn in letters to the press between the number of officers in 1914 and the number at the present day. The natural retort to comments of this kind is that the contrast would be still greater if we took as our basic year of comparison 1814 instead of 1914.

Service Appointments

It could hardly be expected that the question submitted to the Hadow Committee would not at some time or other have arisen for consideration by the Government and by Parliament. Originally, the Civil Service of the country was recruited unsystematically and haphazardly, but with the growth of popular control over state affairs and the increase of persons employed under Government, reform was felt to be inevitable, and in the middle of last century, Civil Service Commissioners were appointed and the general principle of open competition for posts in the Service was accepted and put into force. If this were done as regards service of the Central Government, how could we expect nothing similar to be attempted or considered in relation to local government, the growth of which has even exceeded that of State activity?

In my own opinion, and as the result of my own experience, I feel that some of the drawbacks to Local Government service as a career are the irregular system of entry, the indefinite chances of promotion, and the absence of easy transfer from one Local Authority to another. I am by no means inclined to criticise Local Authorities in general. They often do their best, but it cannot be denied that other things than fitness for the post to be filled influence the filling of it. We have all heard of political appointments, appointments of ex-councillors,



MR. C. G. BROWN, LL.B.
the Retiring President

appointments due to the influence of individual members of a Council, relatives or connections of members in certain departments. A simple educational test is in itself, of course, a considerable remedy, but this does not by any means meet all the needs of the case. I confess my own opinion to be that as an ideal what is desirable is a pooling of the supply of officers, all officers to be drawn from the pool. The best results can never be attained by the independent action of separate authorities. A council may appoint a good man to a post in his own town, but the field of promotion under existing conditions is too much limited to the town. Transfers take place, but they are too rare, and extraneous considerations come too much into play. So much by way of preamble.

You will have an opportunity of discussing the recommendations of the Hadow Report at a later stage of the proceedings of this Conference, and I feel sure we shall consider the matter from no narrow standpoint, remembering that the good of the community comes first and is supreme, and our own interests must be made to harmonise with it. When considering the matter as it affects local government officers we must, of course, see that the interests of existing officers are adequately safeguarded; but, on the other hand, we must not show ourselves obstructive to changes designed to strengthen the calibre and improve the qualifications of new entrants. The best safeguard for the Local Government officer is the general efficiency of the Service.

I venture in this connection to repeat what I have said on other occasions—what has been happening elsewhere in the world is a warning to which all those who care for democratic government, either National or Local, would do well to pay heed. Do not let us say that we are outside politics and that these things are no concern of ours. The result of such an attitude may one day be that we shall wake up and find that the wearing of a shirt of a particular colour —either black or red—is the one and only qualification for the Local Government service.

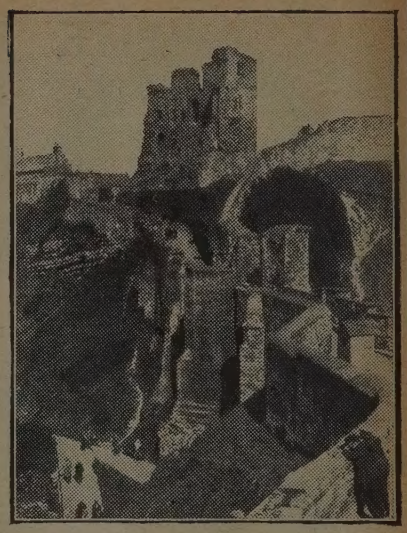
Efficiency of the Officers

I insist on the point that the future of local government will depend on its efficiency. Such efficiency will, I repeat, in its turn depend on the efficiency of the individual officer. If that efficiency is maintained and increased, we have nothing to fear, but we must warmly support all well-considered proposals which have as their object good and capable local government. Adequate pay and pensions are excellent things, but we have to take a wider view. You will have read the report on this subject of the National Executive Council which I commend to your approval.

We may, indeed, reasonably claim that the main underlying idea of the Hadow Report—namely, a high standard of education in the Local Government service—is our own, and it is perhaps true to say that but for N.A.L.G.O. there would have been no Hadow Committee.

Turning to another matter, I should like to draw your attention to the efforts that have been made by the National Executive Council during the past year to make further progress with the question of establishing Provincial Whitley Councils all over the country. Valuable work has been done, and there has been some effective propaganda. The progress is not rapid, but results may be reached more quickly than we are at present able to envisage. Everything depends upon the enthusiasm of the officers themselves in each area.

We have had a full year on the legal and Parliamentary side. As usual, all Bills and Orders have been watched, and, where necessary, action has been taken. We have done our best to advance the enactment of general compulsory superannuation, and have fulfilled our promise at the last Conference to introduce a Private Member's Bill in the House of Commons. The progress of the Bill is a matter outside our control. We believe, however, that the fight for the principle of general superannuation has been won, and we shall build



SCARBOROUGH'S HISTORIC CASTLE

our hopes upon the next Session if nothing can be achieved during the present one.

Two other matters which come before you at this Conference are of special interest. Both, however, are hedged round with serious financial difficulties. The first is the scheme of loans for educational facilities. There will be an opportunity of discussing this, and my only responsibility at this stage is to ask you to weigh very carefully the heavy financial commitment which will ultimately follow the adoption of such a scheme.

Widows' pensions is another matter which presents considerable difficulties. You have before you alternative methods. The financial aspect is the crux of the problem.

The past year has been a full one. It has called for a tremendous amount of sacrifice on the part of the members of the National Executive Council—each one of whom has given ungrudgingly his time to the service of his fellow members in N.A.L.G.O.

I wish to thank my Vice-Presidents, the Chairmen of the various Committees, the Honorary Solicitors, the Honorary Treasurer, and all the voluntary workers in the Branches for their unstinted help and support to this great movement of ours.

I must not omit also to express my warm appreciation of the help and counsel of Mr. Hill and the members of our staff. I refrain from mentioning them individually lest I should leave out anyone. They have one and all rendered able and enthusiastic service, and we may well be proud of our staff. I thank them most warmly for their help to me.

I have done what I could during the course of the year to visit branches and districts in various parts of the country, and it has been extremely gratifying to me wherever I went to have such a uniformly warm and cordial reception. It is a good and happy feature of N.A.L.G.O. that its President receives such unvarying support. I shall always cherish the recollection of so much kindness. (Loud cheers.)

Tribute to the President

MR. G. MELVIN, Town Clerk of Bridlington, moved a hearty vote of thanks to the President for his address. A year ago, at Folkestone, Conference conferred the high honour on Mr. Brown of electing him President of the Association. He (Mr. Melvin) thought that Mr. Brown had amply proved by the excellent manner in which he had carried out his presidential duties that while he had honoured the Association on that occasion the Association also honoured itself. Mr. Brown had carried out his duties with great success and with

MEMBERS OF THE N.E.C.

RESULTS OF THE ELECTIONS FOR THE YEAR 1934-35

distinction to the organisation. The Association was bound to continue to develop and prosper while they were in a position to obtain the services of gentlemen such as Mr. Brown to take office in the Association. He (Mr. Melvin) though it could be said without fear of contradiction that the past year had been a most successful one so far as the Association was concerned. They had read in LOCAL GOVERNMENT SERVICE of the complimentary dinner given to Mr. Brown by the South Wales and Monmouthshire District Committee. That was an expression of the regard and esteem of Mr. Brown's colleagues in South Wales. But that regard and esteem was felt by every member of N.A.L.G.O. throughout the country. Mr. Brown had delivered a Presidential address full of wisdom.

The motion was carried with acclamation, and Mr. Brown, briefly acknowledging the vote, said there was one thing about N.A.L.G.O. which had impressed and pleased him more than anything else during the past year, and that had been the unvaryingly kind reception of the rank and file of the members of the Association.

N.E.C. ELECTIONS

The results of the poll for election of members of the National Executive Council for the ensuing year were then announced. The following are the detailed results, the figures given being the number of votes received in each case :—

METROPOLITAN DISTRICT No. 1

ELECTED :—

Finch, F. R., Deputy Director of Education, Willesden B.	5,303
Baker, J. T., Rate Collector, Lambeth M.B.	5,156
Pinches, A., Chief Clerk, Electricity Collection Dept., Croydon C.B.	3,132
Garrard, A. A., Assistant Secretary to Education Committee, East Ham C.B.	2,976

UNSUCCESSFUL :—

Whitney, E. G., First Class Clerk, Port of London Authority	2,028
Worden, L., Town Clerk and Solicitor, Hendon B.	1,863
Hembrow, R. G., Relieving Officer, London C.C.	1,708
M:Dougall, D., Chief Librarian, West Ham C.B.	1,543
Martin, G. E., Borough Treasurer and Accountant, Poplar M.B.	1,114
Walpole, L. S. P., Assistant Borough Treasurer, Bethnal Green M.B.	1,022
Swindlehurst, J. E., Borough Engineer and Surveyor, Hampstead M.B.	1,005
Barton, F. D., Deputy Engineer and Surveyor, Hammersmith M.B.	918
Carrington, E., Superintendent of Public Cleansing, Bermondsey M.B.	911
Brown, R. D., Chief Clerk, Borough Engineer and Surveyor's Dept., Barking B.	895
Ellis, J. W. B., Assistant Solicitor, Middlesex C.C.	822
Foulger, F. W., Principal Clerk, Public Health Dept., Greenwich M.B.	801
Wright, C. Kent, Town Clerk, Stoke Newington M.B.	757
Attridge, E. W., Assistant Town Clerk, Ealing B.	716
Smith, E. W., Clerk, Town Clerk's Dept., Woolwich M.B.	683
Bantick, C. J., Senior Principal Assistant, Borough Engineer's Dept., St. Marylebone M.B.	610
Jones, W. H., Principal Assistant to Town Clerk, Twickenham B.	595
Brown, S. J., Chief Clerk, Engineer's Dept., Bromley B.	554
Helliwell, F., Chief Librarian, Southwark M.B.	532
Jones, G. E., Deputy Clerk, Dagenham U.D.C.	502
Read, F. J., Deputy Borough Treasurer, Lewisham M.B.	480
Longman, S. J., Superintendent, Attendance and By-laws Dept., Walthamstow B.	469
Chapman, C. A., Assistant Administrative Officer, Public Health Dept., Deptford M.B.	428

NORTH WESTERN AND NORTH WALES DISTRICT No. 2.

ELECTED :—

Willett, F. J., Chief Clerk, Higher Education Dept., Salford C.B.	10,368
Whinnerah, W. H., Secretary, Highways Dept., Manchester C.B.	10,004
Wilkinson, J. W., Deputy Town Clerk, Southport C.B.	9,706
Freeman, T., Chief Accountant, Treasurer's Dept., Manchester C.B.	7,907
Singleton, J. W., Borough Librarian, Accrington B.	6,153
Gee, J. E., Principal Clerk, Public Health, Dept., and Inspector, Shops Act, Lancashire C.C.	6,083

UNSUCCESSFUL :—

Riley, E. L., Chief Clerk, Veterinary Dept., Liverpool C.B.	3,910
Carter, G., Chief Committee Clerk, Stockport C.B.	2,799
Warren, J. H., Assistant Solicitor, Birkenhead C.B.	2,654
Suthren, T. D., Chief Clerk, Town Clerk's Dept., Wallasey C.B.	2,463
Cannell, J. D., Deputy Borough Treasurer, Warrington C.B.	2,304
Pickup, J. W., Chief Clerk, Cleansing Dept., Blackpool C.B.	2,288
Speight, W. E., Sewage Works Manager, Bolton C.B.	2,205
Sweet, C. C., Finance and Rating Officer, Bucklow R.D.C.	2,104
Sharpe, F., Deputy Chief Clerk, Electricity Works, Oldham C.B.	2,089
Lonie, H. A., Secretary for Education, St. Helens C.B.	1,627
Renwick, J. D., Chief Technical Assistant, County Surveyor's Dept., Westmorland C.C.	1,276
Hext, R., Chief Clerk, Surveyor's Dept., Colwyn Bay U.D.C.	1,272
Cowley, J. A., Clerk to the Northwich U.D.C.	1,066

NORTH EASTERN DISTRICT No. 3

ELECTED :—

Grainger, V., Senior Grade Clerk, City Treasurer's Dept., Newcastle-upon-Tyne C.B.	1,324

UNSUCCESSFUL :—

Vince, J. W., Clerk, Education Committee, Durham C.C.	862
Bingham, F., Chief Assistant Rating and Valuation Officer, Middlesbrough C.B.	569
Williamson, J. B., Medical Officer, Public Asst. Dept., Tynemouth C.B.	447
McGregor, A. J., Chief Engineering Assistant, Borough Engineer's Office, Gateshead C.B.	253

(*Continued on page* 515)

MORE OF THE 1,100 DELEGATES WHO ATTENDED THE CONFERENCE

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Date	Days	(All from London)	Fares from
June 30	13	The Fjords, North Cape, Tromso &c. ...	20 gns.
July 14	13	Copenhagen, Stockholm, Zoppot &c. ...	20 gns.
July 28	20	North Africa, Venice, Naples &c. ...	36 gns.
Aug. 18	23	Athens, the Greek Is., N. Africa &c. ...	40 gns.

FIRST AND "TOURIST"

By STRATHNAVER or STRATHAIRD, 22,500 tons

Date	Days	*From Southampton †From London	
June 9	13	*Tangier, Malta, Naples, Gibraltar ...	Tourist £12 or £15
June 15	14	†Lisbon, Naples, Algiers, Arosa Bay &c.	
June 23	14	*Malaga, Monte Carlo, Naples &c. ...	
June 30	13	*Tangier, Malta, Naples & Gibraltar ...	
July 14	13	*Barcelona, Naples, Malta &c. ...	
July 28	13	*Barcelona, Naples, Malta &c. ...	1st Class £22 or £25
Aug. 11	13	*Monte Carlo, Naples, Tangier &c. ...	
Aug. 25	13	*Monte Carlo, Naples, Tangier &c. ...	
Sept. 8	14	*Malaga, Monte Carlo, Naples &c. ...	

"TOURIST" ONLY

By S.S. MONGOLIA or MOLDAVIA, 17,000 tons

Date	Days	*From Southampton †From London	Fares from
June 9	13	†Morocco, Madeira, Vigo, Arosa Bay &c. ...	£12
June 23	13	†Norway and the Northern Cities	£12
July 6	14	†Bergen, Copenhagen, Gothenburg &c. ...	£12
July 7	13	†Morocco, Madeira, Lisbon &c.	£12
July 21	13	†Hamburg, Zoppot, Copenhagen, Norway	£12
July 21	17	†Naples, Barcelona, Lisbon &c.	£16
Aug. 4	20	†Lisbon, Athens, the Greek Islands &c. ...	£20
Aug. 25	9	*Bordeaux, Vigo, Lisbon, London &c. ...	£9

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Phone: **Hounslow 2583**

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12 Priest Bridge, S.W.15
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3¼ yards Average Required

Costume Materials - from 7/6 per yard
Ladies' Coat Materials from 4/6 per yard
3 yards average for Ladies. O.S. 3¼ yards

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Dr. A. WOTHERSPOON, NEW PRESIDENT

Dr. A. WOTHERSPOON, Medical Officer of Health of Stoke-on-Trent, the new President.

Dr. A. Wotherspoon, the new president, is medical officer of health of Stoke-on-Trent, a position which he has held since 1926. The son of the late Dr. T. A. Wotherspoon, J.P., he is a native of Brampton, Cumberland, where he was born in 1890. He was educated at Durham School and later at Edinburgh University, where he took his M.B. degree. After five years in general practice, he was appointed assistant tuberculosis officer of Newcastle-upon-Tyne, having meantime obtained his diploma in public health. He has been in the service of Stoke-on-Trent town council since 1921. For a year he was assistant tuberculosis officer, and was then promoted to the position of tuberculosis officer, being subsequently appointed deputy medical officer of health. He has been associated with several medical organisations, including the British Medical Association, the Society of Medical Officers of Health, the Royal Sanitary Institute, and the North Staffordshire Medical Association.

YORKSHIRE DISTRICT No. 4

ELECTED :—

Armitage, W. W., Head, Plumbing Dept., Sheffield C.B.	4,886
Allen, H., Senior Clerk, Treasurer's Dept., West Riding C.C.	4,652
Bolton, A. G., Senior Accountancy Asst., Treasurer's Dept., Harrogate B.	4,399

UNSUCCESSFUL :—

Wildgoose, R., Senr. Clerk, Education Architect's Dept., Leeds C.B.	2,570
Dransfield, W., Chief Clerk, Treasurer's Dept., Huddersfield C.B.	1,233
Clark, J. H., Senior Rates Assistant, Treasurer's Dept., Wakefield C.B.	1,077
Horwill, J. W., Commercial Assistant, Gas Department, Bradford C.B.	894
Moore, E., Chief Estate Clerk, Halifax C.B.	814
Grimshaw, S. E., Assistant Education Officer, Pontefract B.	787

EAST MIDLAND DISTRICT No. 5

ELECTED :—

Chaston, J., Clerk to the Council, Kettering U.D.C.	1,217

UNSUCCESSFUL :—

Day, A. B., Surveyor, Nottingham C.B.	948
Clist, J. J., Chief Rating Assistant, Leicester C.B.	633
Campbell, W. H. S., County Medical Officer of Health, Lindsey C.C.	499

WEST MIDLAND DISTRICT No. 6

ELECTED :—

Stone, G. A., Local Taxation Officer, Worcestershire C.C.	2,049
Wotherspoon, A., Medical Officer of Health, Stoke-on-Trent C.B.	1,792

UNSUCCESSFUL :—

Harrod, F. H., Director of Education, Coventry C.B.	1,233
Baskerville, R., Deputy Town Clerk, Hereford B.	481
Roberts, A. R. W., Gas Engineer and General Manager, Hereford B.	305

EASTERN DISTRICT No. 7

ELECTED :—

Scarlett, E. H., Committee Clerk, Norwich C.B.	654

UNSUCCESSFUL :—

Ogden, A. D., Chief Sanitary Inspector, Chelmsford R.D.C.	530
Lolley, C. F., Chief Local Taxation Officer, Bedfordshire C.C.	296
Greenhalgh, L. W., Chief Public Assistance Officer and Superintendent Registrar of Births and Deaths, Ipswich C.B.	210
Warren, C. E., Chief Clerk, Engineer's Dept., Southend-on-Sea C.B.	202
Thorne, R. P., Chief Assistant, County Accountant's Dept., Cambridgeshire C.C.	159
Spencer, W., Chief Clerk, Surveyor's Dept, West Suffolk C.C.	119

SOUTH EASTERN DISTRICT No. 8

ELECTED :—

Webb, A., Reference Librarian, Brighton C.B.	1,368

UNSUCCESSFUL :—

Moss, J., Public Assistance Officer, Kent C.C.	488
Jump, Miss F. M., School Nurse, Rochester B.	195
Philip, A. J., Borough Librarian, Gravesend B.	179

SOUTHERN DISTRICT No. 9

ELECTED :—

Griffiths, D. L., Town Clerk, Aldershot B.	1,044

UNSUCCESSFUL :—

Merriman, F. V., Chief Education Officer, Reading C.B.	521

SOUTH WESTERN DISTRICT No. 10

ELECTED :—

McAuliffe, M. O., Assistant Director of Education, Bristol C.B.	1,257

UNSUCCESSFUL :—

Stead, E. J., County Surveyor, Somerset C.C.	912
Shears, R. T., Clerk, Clerk's Dept., Devon C.C.	658

SOUTH WALES AND MONMOUTH DISTRICT No. 11

ELECTED :—

Llewellyn, G., Chief Clerk, Accountant's Dept., Monmouthshire C.C.	1,383

UNSUCCESSFUL :—

Morris, H., Chief Clerk, Higher Education, Swansea C.B.	503

SCOTTISH DISTRICT—GLASGOW AREA No. 12(a)

Archibald, A. G. M., Chemist, Chemist's Dept., Glasgow B.	Returned Unopposed

SCOTTISH DISTRICT—EAST AND NORTH AREA No. 12(b)

ELECTED :—

Lawson, G., Chief Clerk, Sanitary Dept., Edinburgh B.	514

UNSUCCESSFUL :—

Imrie, A. M., Chief Inspector of Weights and Measures, Dundee B.	404

SCOTTISH DISTRICT—SOUTH AND WEST AREA, ETC., No. 12(c)

Begg, H., County Veterinary Inspector, Lanarkshire C.C.	Returned Unopposed

REPRESENTATIVE OF THE WOMEN MEMBERS

ELECTED :—

Mrs. G. Franks, Chief Woman Inspector, Medical Officer of Health's Department, Sheffield C.B.	28,508

UNSUCCESSFUL :—

Miss E. Dawson, Leeds	7,351
Miss L. H. Wooldridge, Staffs. C.O.	5,394
Miss F. M. Jump, Rochester	4,838
Miss E. Rogers, Newcastle-on-Tyne	4,283

HONORARY OFFICERS

The voting for the election of honorary officers resulted as follows :—

PRESIDENT.—Dr. A. Wotherspoon, Medical Officer of Health, Stoke-on-Trent.

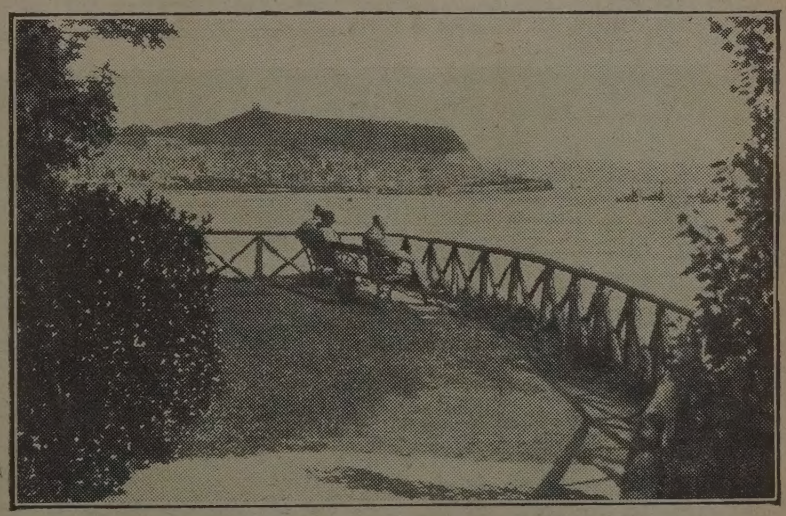
VICE PRESIDENTS.—G. W. Coster, M.B.E., Clerk to the West Derby Assessment Committee and Superintendent Registrar; W. E. Lloyd, Borough Treasurer, Hampstead.

TRUSTEES: H. Begg, County Veterinary Inspector, Lanarkshire; S. Lord, Borough Treasurer, Acton; W. H. Whinnerah, Secretary Highways Department, Manchester.

HONORARY TREASURER.—W. E. Lloyd, Borough Treasurer, Hampstead.

HONORARY SOLICITOR FOR ENGLAND.—P. H. Harrold, Town Clerk, Hampstead.

HONORARY SOLICITOR FOR WALES.—D. J. Parry, Solicitor to the Glamorgan County Council.



IN THE CLIFF GARDENS: A CHARMING CORNER OF SCARBOROUGH

ANNUAL CONFERENCE *(Continued)*

THE HONORARY TREASURER PRESENTS THE FINANCIAL STATEMENT

ASSOCIATION'S ASSETS INCREASE FROM £707,000 TO £1,271,000

HONORARY SOLICITOR FOR SCOTLAND.—G. S. Fraser, Town Clerk, Aberdeen.

Messrs. Jackson, Pixley and Co., Chartered Accountants, London, were appointed the Association's auditors for the year 1934 at a fee of £367 10s. 0d. It was also agreed that an additional fee of £105 be paid to them for their services during the year 1933.

FINANCIAL STATEMENT

MR. W. E. LLOYD, Honorary Treasurer, presented the financial statement and accounts. There was on the agenda an amendment by the West Midlands District Committee expressing the opinion that publicity expenses should be shown as an expense in the General Fund account. Mr. Lloyd said he was in agreement with this, and he would charge these expenses to the General Account next year instead of to Reserve. He was, however, in full accord with the decision to charge the original publicity expenses to reserve. They set out to spend £7,000 and it was intended to take that out of reserve if necessary. But now what was being done was work on normal expenditure, and he was quite prepared to accept the West Midlands District Committee's suggestion that from January 1 last the expenses should be charged to General Account as normal expenditure.

Dealing generally with the accounts, Mr. Lloyd said that the surplus of £2,482 for the year on the General Fund had been criticised as not being sufficient. It had been said that £5,000 should be put to reserve every year. He would welcome that. There were only two alternatives to the present system; they must cut down expenditure or increase income. But if he suggested that subscriptions to the Association should be increased in order to put £5,000 to reserve, they would not agree. They had £30,000 in property and £50,000 invested. What more did they want in the way of reserve? They might cut down grants to county branches.

A voice: "Or administration."

MR. LLOYD: That would meet with approbation, but not much. It would with members of the National Executive Council, but not from N.A.L.G.O. (laughter)—not from people who count (renewed laughter). We might save on legal expenses, but after all the Association was formed to fight the battles of officers. Shall we cut out education?

Several delegates: No.

MR. LLOYD: Very well, we will go on as we have been going. (Laughter).

Proceeding, Mr. Lloyd said that the special activities work had been criticised in certain districts. Criticism had not been effective. Croyde Bay centre was not only paying its way but was meeting one-tenth of the capital outlay out of revenue each year. Cayton Bay centre had met £1,210 capital outlay out of revenue and left at December 31, 1933, a surplus of £7. As regards Logomia, the premium income had increased by no less than £9,000. To administer that had cost £2,000. Mr. Lloyd reminded the Conference that the first year of insurance was not altogether profitable. Sixty per cent. of the first year's premium income had gone in expenses. But £2,000 out of £9,000 was very small from the insurance point of view. It would not cost a quarter of that sum during the current year. But during the current year the same thing would be going on; so that they might anticipate a similar position at the end of next year. That was why he said that Logomia was suffering from growing pains. But it would get over that. (Laughter.)

The accounts generally showed an aggregate income from all activities of £862,967, and the total surplus was £559,583. The total assets at the commencement of the year were £707,350 and at the end of the year £1,271,022.

The West Midlands District Committee's amendment was adopted, and the accounts were approved. On the motion of Mr. McDougall (West Ham) Mr. Lloyd was thanked for his services.

The following are the main features of the Honorary Treasurer's report accompanying the accounts for the year ended December 31, 1933:—

GENERAL FUND.

The expenditure on the General Fund was £60,641 19s. 3d. as compared with £51,427 12s. 8d. last year, being an increase of £9,214 6s. 7d. The income amounted to £63,123 19s. 6d. against £52,803 6s. 10d., an increase of £10,320 12s. 8d. Subscriptions showed an increase of £2,124 13s. 3d., and charges to

Mr. G. W. COSTER, M.B.E.,
Clerk to the West Derby Assessment Committee, elected Vice-President

Mr. G. W. Coster, M.B.E., vice-president, has had a career in the local government service extending over half a century. He was appointed assistant clerk to the Axbridge Union in 1884, and since that time has held appointments at Wells, Kettering, Prescott, Dudley, and Liverpool. He is now clerk to the West Derby Assessment Committee and superintendent registrar. Mr. Coster has held office as vice-president of the Association of Poor Law Unions; vice-president of the Union and Rural District Clerks' Association, (now the Local Government Clerks' Association) of which he was elected president to succeed the late Mr. J. A. Battersby; president of the National Poor Law Officers' Association; vice-president of the National Poor Law Officers' Approved Society; a member of the Board of Management of Logomia: and a member of the Central Valuation Committee.

OUR FINAL GROUP OF DELEGATES. THE FIVE REPRODUCTIONS ARE PART OF A SINGLE COMPOSITE PICTURE AND AFFORD A GOOD IMPRESSION OF THE SIZE OF THE CONFERENCE

£50,000

has been paid by the

Nalgo Provident Society

in sickness benefit. Thousands of its members have been relieved of the heavy expense which usually accompanies illness. Doctors' bills, medicines, extra nourishment, etc., are a drain on one's finances.

ARE YOU INSURED

against this risk? If not, decide what you can afford to pay, or, what is more important, how much you must receive during sickness.

Monthly Contribution	Weekly Sick Pay
s. d.	£ s. d.
1 0	7 0
2 0	14 0
3 0	1 1 0
4 0	1 8 0
5 0	1 15 0
6 0	2 2 0
7 0	2 9 0
8 0	2 16 0
9 0	3 3 0

In addition, two weeks' free residence at "Nalgo House," Matlock, to recuperate.

Nearly 75 per cent. of the contributions paid are returned each year.

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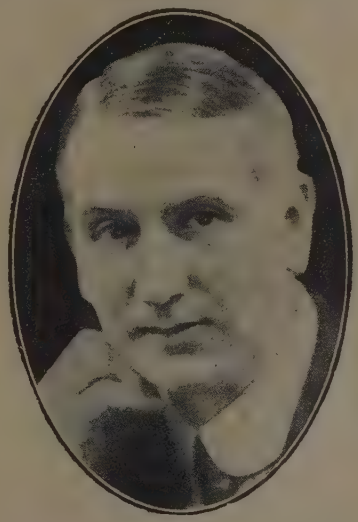
Obtain an application form from the Local Correspondent, Branch Secretary, or from :—

N.A.L.G.O.
24 Abingdon Street, Westminster, S.W.1.

NATIONAL EXECUTIVE COUNCIL'S REPORT

various activities in respect of Administration Expenses an increase of £6,671 9s. 8d. The net cost of Administration, including office accommodation, showed an increase of £916 11s. 3d. The surplus for the year amounted to £2,482 0s. 3d. as compared with £1,375 14s. 2d. in the previous year.



Mr. W. E. LLOYD, F.S.A.A., Borough Treasurer of Hampstead, Vice-President and Honorary Treasurer

Mr. W. E. Lloyd, vice-president and honorary treasurer, is borough treasurer of Hampstead. He has for many years been prominently identified with N.A.L.G.O., and also with the Institute of Municipal Treasurers and Accountants (Inc.). Born in 1876, he commenced his career in the local government service at the age of eighteen. He was appointed deputy borough accountant of Wolverhampton in 1904. From 1913 to 1915 he was borough treasurer of Bacup, and he subsequently went to Hampstead as borough accountant, being appointed to his present position in 1922. He has held several offices in N.A.L.G.O., including those of hon. auditor, hon. treasurer of the Metropolitan District Committee, trustee of the approved society, and hon. treasurer of the association. He is a Fellow of the Society of Incorporated Accountants and Auditors and a Fellow of the Institute of Municipal Treasurers and Accountants (Inc.).

This surplus was carried to the credit of the General Reserve Fund.

SPECIAL ACTIVITIES ACCOUNT.—The accounts of the various activities of a special character show an aggregate turnover of £20,735 15s. 8d., being an increase of £14,089 1s. 9d. Holiday Guides produced a surplus of £310 1s. 5d.; Canary Islands Cruise £5 13s. 4d.; Other Cruises £12 17s. 10d.; Thrift Scheme, £1,198 6s. 11d., and miscellaneous sales, £50 15s. 2d., making a total of £1,577 14s. 8d., but there was a deficiency in respect of Diaries amounting to £92 17s. 6d. Therefore the net surplus carried to the credit of the General Fund was £1,484 17s. 2d.

CROYDE BAY HOLIDAY CENTRE.—The income for the year in respect of the Croyde Bay Holiday Centre amounted to £10,276 3s. 10d., and the expenditure on revenue account, after charging Headquarters' administration expenses, interest on current account and a proportion of capital outlay, amounted to £9,729 4s. 9d., leaving a net surplus of £546 19s. 1d., as against £140 10s. 4d. in 1932. The accumulated surplus now amounts to £1,444 4s. 8d. Capital expenditure amounting to £1,235 13s. 5d. was incurred in respect of new buildings, camp equipment, etc.

CAYTON BAY HOLIDAY CENTRE.—The Cayton Bay Holiday Centre was opened on 1st July, 1933. The income was £7,938 1s. 8d., and the expenditure, £7,930 14s. 4d., leaving a surplus at 31st December, 1933, of £7 7s. 4d. The charges to Revenue Account include Headquarters' administration expenses, interest on current account and a proportion of capital outlay as in the case of the Croyde Bay Holiday Centre. Capital expenditure incurred to the 31st December, 1933, on this Holiday Centre amounted to £24,202 12s.

GENERAL RESERVE FUND.—The interest on investments of the General Reserve Fund (less tax) amounted to £1,379 5s. 10d.; as against £1,841 18s. 2d. last year. The surplus for the year on the General Fund (£2,482 0s. 3d.) was transferred to the credit of this Fund. The total expenditure charged to the General Reserve Fund, amounted to £5,536 10s. 2d., consisting of Sustentation Grants, £26, publicity expenses £4,212 7s. 9d. and expenses of additional offices £1,298 2s. 5d. The excess of expenditure over income for the year was £1,675 4s. 1d., thus reducing the Fund from £42,957 1s. 9d. to £41,281 17s. 8d. at 31st December, 1933.

SUPERANNUATION FUND.—The income of the Superannuation Fund amounted to £3,866 9s. 9d., and the expenditure to £268 12s. 6d., leaving a balance of £3,597 17s. 3d. to be added to the accumulated fund at the commencement of the year of £14,376 13s. 8d., thus making £17,974 10s. 11d. at 31st December, 1933.

BALANCE SHEET.—The Balance Sheet at 31st December, 1933, shows investments (at cost) at £41,279 13s. 3d., and an excess of assets over liabilities of £101,458 3s. 5d.

The accounts of the Benevolent and Orphan Fund, the Nalgo Provident Society, the Building Society, and Logomia are dealt with in our reports of these activities.

Following the presentation of the financial statement the Conference adjourned for the luncheon interval, during which a photograph of the delegates was taken in the grounds of Kingscliffe Camp.

ANNUAL REPORT

On the resumption of the Conference in the afternoon the delegates proceeded to discuss the annual report of the National Executive Council.

Included in the report was a table showing the Committees on which members of the N.E.C. had served during the year. Stretford Branch proposed that this table be amended to show the actual and possible attendances of members at Council and Committee meetings, and that this information be included in future reports.

MR. VERNON (Stretford), who submitted the proposal, said it was due to members of the N.E.C. that attendance should be shown as an indication of their work for the Association. Moreover, it would afford guidance in connection with voting for members of the N.E.C.

Mr. LANGFORD (Stretford) seconded.

MR. WILLETT, for the National Executive Council, said that the evidence of the work of members of the N.E.C. was not in their attendances at Committee meetings, but in the earnestness with which they pursued their duties in the districts.

The Stretford proposal was carried.

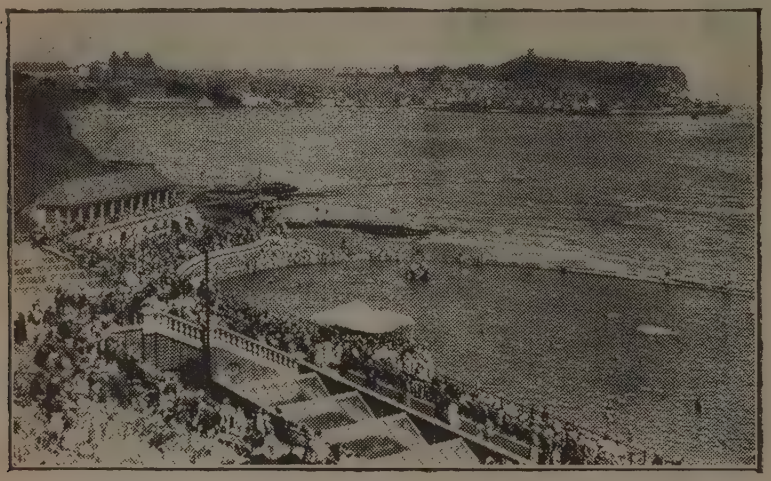
The N.E.C. reported on the reference from the last annual Conference urging the necessity for a compulsory superannuation measure. A communication had been addressed to the Minister of Health on the subject, but he regretted that in the present state of public business it was not possible for the Government to contemplate the introduction of legislation on the subject. The Council decided to prepare a Bill, and in this connection was influenced by the consideration that there is very little hope of a Private Member's Bill making any

ANNUAL CONFERENCE (*Continued*)

COMPULSORY SUPERANNUATION DEMAND

PRIME MINISTER TO BE ASKED TO RECEIVE A DEPUTATION : THE ASSOCIATION'S BILL IN PARLIAMENT

progress unless it is non-controversial, or practically so, and that the proposed Bill should be made as short as possible. With this end in view, all provisions, however desirable, which were outside the confines of this limited necessity were deleted from the provisions which were finally approved by the Council, and they would form the basis of a further Amending Bill after the proposed Compulsory Superannuation Bill became law.



SCARBOROUGH ABOUNDS IN MAGNIFICENT VIEWS. HERE IS ONE FROM THE SOUTH CLIFF

A Hundredth Year Victory?

The South Wales and Monmouthshire District Committee and the Gwent and Inglewood Branches had on the agenda paper the following notice of motion:

(*a*) That this Conference calls upon His Majesty's Government to put into operation the definite recommendation contained in the Hadow Report on Local Government that Superannuation should be made compulsory throughout the Local Government Service;

(*b*) That the Prime Minister be asked forthwith to receive a deputation from the National Executive Council on the matter;

(*c*) That, failing satisfaction by November 30, 1934, the National Executive Council be directed to formulate and carry out a programme of propaganda to demonstrate that compulsory Superannuation is urgently necessary.

MR. WILLIAMS (South Wales), in submitting the motion, said they had had ninety-nine years of local government, and it would be a very fine thing if, in the hundredth year, N.A.L.G.O. secured a general and compulsory superannuation measure. If the Association did nothing next year except get this superannuation measure, Conference would say "Well done!"

MR. P. H. HARROLD, Honorary Solicitor for England, said that the N.E.C. would leave the matter to Conference. He thought it was fitting that Conference should pass such resolutions. Every step should be taken to bring home to the Government the general need for compulsory superannuation for all Authorities. The Bill prepared by the N.E.C. had been introduced in the House of Commons on May 9, and the Council hoped that it would make some progress during the present session. It was a matter for the Government as to whether they would afford the necessary time.

The motion was adopted.

The N.E.C. reported on the reference from the last annual Conference with regard to a scheme for providing pensions to widows of Local Government Officers. Reference to this has already been made in LOCAL GOVERNMENT SERVICE. MR. WEEKS (Reading) said they agreed that the N.E.C. had carried out the terms of reference passed at the Folkestone Conference. But where were they now? Was this to be the end of the matter? The report contained a summary of the replies of branches in regard to the scheme. Mr. Weeks contended that the figures given were misleading. Branches had only had a few weeks to consider the matter. If the N.E.C. required from October, 1933, to February, 1934, to consider the actuary's report, surely branches should have had longer time than was given them to consider the matter. Every individual member should have a copy of the scheme.

MR. WHINNERAH (N.E.C.), said that in his opinion the scheme should not be allowed to die. He hoped that the time would come soon when they would be able to say that widows of officers in the service were provided for by some scheme. He did not think the replies received were indicative at all as to the necessity for widows' pensions. He suggested that the N.E.C. should be instructed to insert in the Bill to amend the 1922 Superannuation Act provisions with regard to widows' pensions similar to those included in the Salford Corporation Act, and that it be suggested to the Board of Management of Logomia that they should provide a table of rates for pensions for widows of insured persons.

The PRESIDENT ruled that the motion could not be accepted, and the paragraph in the annual report was approved.

Loans for Educational Facilities

In accordance with the reference from the last annual Conference, the N.E.C. submitted a scheme of loans for educational facilities. In this connection an amendment was submitted by Yorkshire District Committee and the Kent County Officers' Branch in the following terms:—

"That having regard to the recommendations of the 'Hadow' Committee on Local Government Officers as to the conditions under which the taking of pupils by officers should be permitted, and to other recommendations of that Committee, and also the large capital sum which it is estimated the Association would be required to advance in order to finance the scheme, this Conference declines to proceed with the scheme of Loans for Educational Facilities contained in paragraph 13 of the Report of the Council, and that the adoption of such scheme be adjourned *sine die*."

MR. DONNAN (Yorkshire District Committee) said he thought the Conference would express appreciation of the careful consideration given by the N.E.C. to this question. But the proposed expenditure of £20,000 was a serious matter. If they were going to spend or lend that amount of money they wanted to be sure of their ground. The main difficulty arose in the use to which the funds were to be put. The main expense was that for articles. His District Committee was definitely opposed to the system by which officers were allowed to take pupils and receive fees. If they were allowed the impression to get abroad that N.A.L.G.O. was prepared to provide loans for articles, would they get rid of this "pernicious system"?

MR. SHEE (Kent County) seconded. He said that his Committee were opposed to the proposal on principle and because of the financial implications. Was it generally known that the Education Act of 1921, Section 70, provided power to the higher education authorities to afford facilities practically covering what was suggested? Why should N.A.L.G.O. endeavour to do something and provide money for a scheme which the Education authorities had statutory power to do?

Support for the Scheme

MR. RILEY (North-Western District Committee) supported the N.E.C. proposals. Reference was made in the amendment to the Hadow Report, he said. But the Hadow recommendations were not operative. They had to take the position as it was. As regarded the financial aspect, he had no doubt that the N.E.C. had fully considered that matter. Last year, Conference, in the face of the opposition of the N.E.C., instructed them to bring forward a scheme. The N.E.C. had submitted a scheme, and why should Conference now turn down the scheme without giving it a trial? He thought a twelve months' trial should be given.

MR. GRIFFITHS (Southern District Committee) supported the N.E.C. scheme. He did not see what the Hadow Report had to do with the matter. He took exception to the table put forward by the N.E.C. as regards costs. These costs were hypothetical and could not be supported.

MR. CHASTON, Chairman of the Education Committee, said that the scheme had been presented in accordance with instructions. No opinion had been expressed as to whether the scheme should be adopted or not. As instructed, tuition fees had been excluded. The scheme was sufficiently protective so far as the individual was concerned, as he would not be permitted to raise money unless the Committee were satisfied he was qualified to enter the profession he desired. The rate of interest on loans was not a fixed rate. That would be determined by the rate of interest at the time the loan is applied for. Mr. Chaston thought it could be left to the N.E.C. to be equitable both to the Association and to the student. He admitted that the table of costs was hypothetical.

MR. TURNER (Battersea) could not conceive it possible for any delegate to oppose a scheme of this description. Speaking as one who had been compelled to finish his education at the age of eleven, he hoped that Conference would adopt the scheme.

MR. THOMAS (Kent County) supported the amendment. He said that the report made

ANNUAL CONFERENCE (*Continued*)

no mention of how the finance was to be met—whether out of revenue or out of the general funds.

The amendment was lost.

Loans for Tuition Fees

Cambridgeshire Branch submitted an amendment, the effect of which was that loans should be granted to cover tuition fees.

MR. CHASTON suggested that in view of the instruction at last year's conference, the present conference should decide the question of tuition fees.

MR. GRIFFITHS (Southern District Committee) said that the reason for omitting tuition fees was that it was thought it was up to the student to be able to find these fees.

MR. LONGLEY (Surrey County) asked what was meant by sessional fees. Many university sessional fees included tuition fees.

MR. CHASTON said that the idea of fixing sessional fees was in relation to diplomas and degrees of universities. Tuition fees were different from that.

MR. HUNTER (West Ham): The man is to find a total of £40 for tuition fees, but N.A.L.G.O. would be prepared to lend him £1 1s. 0d. or £5 5s. 0d. for examinations? If he can find the tuition fees he can find the amount for the examination fees.

MR. ROBERTS (N.E.C.) said they must not let sentiment run mad on this matter. He suggested that the N.E.C. had presented a scheme which would meet the wishes of the majority of the local government officers. He urged the conference to give the scheme a trial.

The amendment was defeated.

The following amendment by Dumbartonshire Branch was withdrawn:

Rule 4. Amount of Loan. That the words "In no case will the amount of the loan exceed 80 per cent." be deleted, and in place thereof, the following words be inserted "That advances be made up to 100 per cent."

An amendment by South Wales and Monmouthshire District Committee to substitute one per cent. for four per cent. as the rate of interest to be charged on loans was also withdrawn.

Cambridgeshire Branch proposed that the rate of interest should be two and a half per cent. instead of 4 per cent. A delegate suggested that four per cent. was "profiteering on the part of the N.E.C." (Cries of "No! No!")

The amendment was lost.

An amendment by Dumbartonshire Branch to provide for a rate of two per cent. was withdrawn.

The scheme as submitted by the N.E.C. was then put to the Conference and carried.

Institutional Treatment

At the Folkestone conference, the National Executive Council were requested to consider the adoption of a scheme designed to afford assistance towards hospital or nursing homes treatment, particularly for those members and their dependents who at present are outside the scope of existing hospital aid societies. The Council now reported that they had examined a large number of existing schemes, including those on a strictly local basis within N.A.L.G.O. This investigation disclosed the fact that, with the exception of the Hospital Provident Association (associated with the Manchester and Salford Medical Charities Fund), none of such schemes comply adequately with the terms of reference. The Council considered it important that nothing should be done to cut across existing local arrangements, such as "Penny in the Pound" schemes, or local branch schemes for restricted benefits, from which considerable benefits have already been received or have inured to contributors. They were of opinion that the matter should be approached on an insurance basis and that it should be entirely self-supporting, and in this connection it is found that the Hospital Provident Association referred to provides on

(*Continued on page 520*)

Only lack of foresight makes the individual carry risks which should be covered by *Insurance* . . .

N.A.L.G.O.

has made it possible for ***Insurance*** to be obtained at the following rates :—

Householder's Comprehensive (contents) 4/3d%

Houseowner's Comprehensive (buildings) 1/3d%

With Free renewal every Sixth year if no claim paid

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Fire (contents) . . . 1/8d%

ASK YOUR LOCAL CORRESPONDENT FOR PARTICULARS OR WRITE TO N.A.L.G.O., INSURANCE DEPARTMENT, 24 ABINGDON ST., WESTMINSTER, S.W.1

ANNUAL CONFERENCE (*Continued*)

REPRESENTATION ON THE N.E.C.

NEW SCHEME APPROVED : WOMEN TO GET ANOTHER REPRESENTATIVE

an insurance basis a fixed annual subscription to cover one or more persons, securing a fixed benefit of free hospital treatment for a period of weeks in the case of sickness, and grants not exceeding 10 guineas a week, or more than 40 guineas in all, per annum, towards the cost of serious illness or operation in a private nursing home. The Council appreciated that there is a relationship between sick benefits as administered by the Nalgo Provident Society, and the more serious cases of sickness and operations. They suggested to the Provident Society Management Committee that it take into consideration the matter of additional benefits, which comply with the terms of reference, under its Sickness Benefit Scheme, with monthly contributions for the various classes, but that Committee decided not to initiate a scheme on the lines suggested. This matter would now receive further consideration by the Council.

In this connection, the Devon County Officers' Branch submitted an amendment as follows :—

> That this Conference appreciates the efforts which have been made by the National Executive Council to formulate a scheme providing for nursing, home and hospital treatment, and, being of the opinion that a successful scheme can best be administered through the Provident Society, requests the Management Committee of that Society again to consider the matter and to draw up a scheme for submission to the 1935 Conference.

Mr. Perrott (Devon County Officers), moving the amendment, said that if by a scheme of this kind it was possible to help members to help themselves, the B. and O. Fund was going to gain immensely. The Provident Society was the only activity which was capable of carrying out such a scheme.

Mr. W. H. Whinnerah said that if the matter was referred back he did not think it likely that the Provident Society Management Committee would again consider it. It had been said that there were too many ancillaries in connection with N.A.L.G.O. Though he did not subscribe to that view himself, he thought there came a time when an ancillary activity had enough to do, and the conduct of a scheme such as suggested was at present a little beyond the Provident Society.

The amendment was defeated.

N.E.C. Representation

Considerable discussion took place on proposals to amend the rules in relation to representation on the National Executive Council. At the Folkestone Conference, it will be recalled, it was decided that the rules and constitution be amended so as to provide that each district in England and Wales with a membership of 2,500 and over shall have not less than two representatives on the N.E.C. (including representatives elected under rule 51) and if two representatives have not been so elected, the unsuccessful candidate with the highest number of votes shall be deemed to be elected. The system of electing representatives in accordance with the decision of last year's Conference in regard to minimum representation, the N.E.C. reported, has created an untenable position, as only minority candidates can obtain a second place in single-member districts and one vote to each member has the effect of dividing up the branches in those districts. Under the old rule, the largest number of members in excess of complete units has been the basis of making up the number to 25, a system which does not give any incentive to obtain new members. The average number of members varies under the old rule from 2,200 to 4,200 under the rule at present in operation, from 1,349 to 2,963.

The object of Sub-section (2) Rule 51—Classes of Authority—is to ensure a minimum representation for the following classes of authority :—

(i) County Councils and District Councils (Scotland).
(ii) County Boroughs and Burghs.
(iii) Metropolitan Boroughs.

Mr. F. J. WILLETT (Salford), who has been re-elected Chairman of the National Executive Council.

(iv) Boroughs.
(v) Urban and Rural District Councils.
(vi) Dock, Harbour and River Conservancy Authorities :

according to the membership of each class, which is ascertained by dividing the membership in each class by the qualifying unit for representation of a district (2,792), but disregarding members in excess of complete units. This sub-section came into operation about 13 or 14 years ago when the membership in some of those classes was relatively small, and it was probable that some of the classes would not secure representation on the National Executive Council.

The situation is very different to-day, the N.E.C. added. Elected members of the National Executive Council take their seats, not as representatives of sections of the service, but as representatives of local government officers. The new proposal is, first, to give each district one member on the Council and, secondly, to fix the standard unit of 2,500 which, divided into the membership of each district, will give a number of additional members for that district. As against the present method of recognising excesses over complete units, it is proposed that all excesses shall be ignored. This suggestion will give a definite incentive to districts to obtain additional members in order to qualify for another representative. It is not proposed that the special treatment in regard to Scotland should be interfered with. This proposed constitution of the Council is nearer to proportional representation than other proposals which have been considered, but even then it varies between 1,349 and 2,392. It also shows that the districts with the larger number of members are giving the advantage to the districts with the smaller numbers.

Executive Council's Proposal

To give effect to the proposals outlined, the N.E.C. submitted an amendment of Rule 51, to become effective for the first time in respect of the election of the N.E.C. for the year 1935-36. The amendment was proposed by Mr. Freeman, who mentioned that the constitution, prior to the operation of the rule passed last year, provided for 38 members of the Council. Under last year's rule, the number was 44, and under the proposed new rule it would be 48. The estimated expenses in respect of the additional members would be about £375 per annum. A system of exact proportional representation would give a Council of 60, and he submitted that could not be afforded. The N.E.C.'s proposal was a real attempt to solve finally the problem of representation.

Women's Representation

Amendments by the Kent County Officers' Branch were defeated, and a further amendment by the Eastern District Committee was withdrawn. The West Riding County Officers' Branch submitted an amendment to provide for the election of two women's representatives. This was proposed by Miss Gaukroger, who contended that the proportions of male and female members of the Association were such that it was practically an impossibility to get a woman elected on the National Executive Council in the ordinary way. It could not be done because the men could not give the women their vote. If the question of nominating a woman member arose, it would simply have to be turned down because she would not be able to represent the men ("No! No!"). But that cut both ways. The men were not in a position to appreciate the point of view of the women adequately in the business of the Association. She recognised the sympathetic consideration given to the women by the male members, but the fact was that there were intimate questions which were specifically issues affecting women, and only women could deal with these. There were in the Association something like 73,000 members, and she believed there were 10,000 to 12,000 women. (A voice : eighteen thousand.) The proportion was such that it was not possible for the women to elect a woman. There was only one woman member of the N.E.C. Were they to go on being represented in this inadequate way?

Mr. Woodcock (West Riding) seconded. He said that there was an increasing number of women coming into the Association, and he contended that they would want increased representation. If they did not get their way they would probably try other methods (loud laughter). On the score of democratic government he appealed to the Conference to grant the increased representation.

Miss Dawson (Leeds) supported the motion. She said that if one went to the women in the service with a view to their joining the Association, they asked : "How many women representatives have you on the Council?" If one said there was only one woman representative, they replied : "No thank you," and pointed out that there were forty male representatives. With a membership of 18,000 women out of roughly 74,000 members, surely there should be more representation for women.

Mrs. Franks, Sheffield (member of the National Executive Council) thought that the time had come when there should be at least two women on the National Executive Council. She pointed out that the rule at present was somewhat indefinite. The rule provided that there should be "at least" one woman representative. That had been generally interpreted to mean "only one" woman representative. She thought that under the rule as it stood at present it was possible to elect more than one woman representative. As there were about seven standing committees at headquarters it was impossible for one woman member to attend all these committees, even if she was desirous of doing so. Though she had been

ANNUAL CONFERENCE (*Continued*)

SERVICE CONDITIONS

the only woman representative on the N.E.C. she had never felt lonely (loud laughter).

MR. HARROLD, for the National Executive Council, pointed out that it was not indicated in the motion whether the provision, if carried, was to come into effect this year or not. Moreover, the motion did not provide for any specific amendment of rules which would be necessary.

The West Riding amendment to Rule 51, providing for two women's representatives to be elected on the National Executive Council, was carried, and the N.E.C.'s proposal as amended was adopted.

The North Western and North Wales District Committee submitted an amendment instructing the National Executive Council to consider and report upon the advisability of dispensing with all speeches in support of invitations for the holding of Conferences, and that where the National Executive Council are not prepared to make a definite recommendation with regard to the venue of the Conference such venue to be decided by ballot.

This proposition was accepted by the National Executive Council and agreed to by the Conference.

The Conference thereafter proceeded to consider that section of the Annual Report dealing with service conditions and organisation.

Organisation in Ulster

MR. WILDGOOSE (Leeds) raised a question with reference to the Ulster Public Officers' Association. The report stated that in the opinion of the Service Conditions and Organisation Committee, which was endorsed by the National Executive Council, there is no practical difficulty in the way of forming branches in Ulster, and they would be disposed favourably to consider the question of extending the scope of the Association to include local government officers in Northern Ireland, subject to Conference approval and the necessary amendments of the Constitution and rules.

MR. WILDGOOSE said that the membership of the Ulster Public Officers' Association was approximately 800, mainly confined to the City of Belfast. There were six counties in Northern Ireland, four of which might justifiably be expected to give a certain amount of support to anything which came from Belfast, and two of which might be expected to do everything possible to damn it. In these circumstances, was there much likelihood of forming branches in Northern Ireland? A further point was that the Ulster Public Officers' Association had at present a subscription rate varying from 2s. 6d. to 10s. per annum. At that subscription they had a membership of 800. How many more members would they expect to get if the subscription was raised to the N.A.L.G.O. subscription? He suggested that they would be likely to get even fewer members. Such an association as this could not, under present conditions, be regarded as anything but a liability to N.A.L.G.O. He was instructed by his branch to move that this section of the report relating to the Ulster Public Officers' Association be referred back.

MR. MOIR (Leeds) seconded.

MR. WILKINSON, for the National Executive Council, said that nothing in the Report committed the Conference in any way to the proposal to take Northern Ireland officers into the Association. Any scheme would be brought before the Conference for approval.

The motion to refer back this part of the report was eventually carried.

Whitley Councils

Some discussion took place on the question of the establishment of Whitley Councils, arising out of the report of the Service Conditions and Organisation Committee. This report detailed the steps which had been taken during the year in connection with propaganda on this subject.

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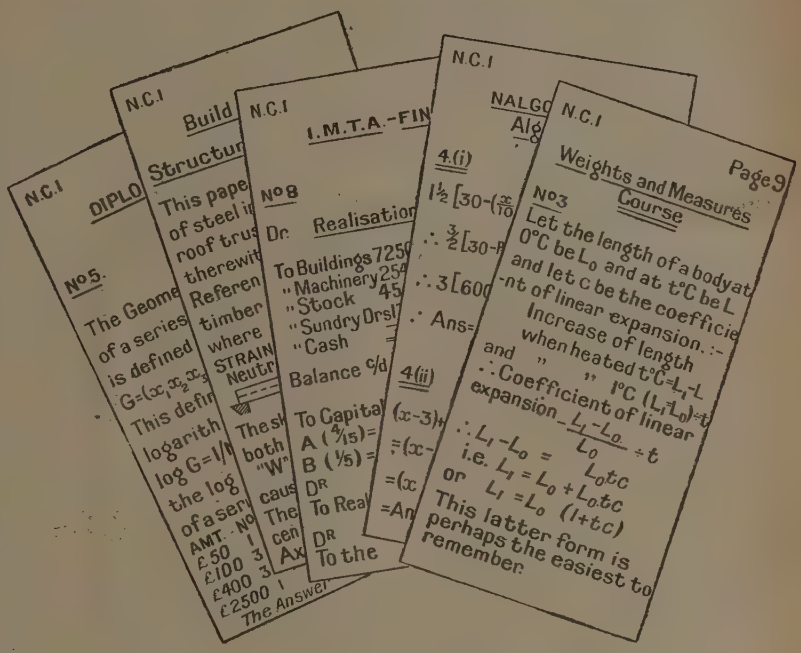
NALGO CORRESPONDENCE INSTITUTE



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NALGO PROVIDENT SOCIETY

VERY SATISFACTORY PROGRESS REPORTED AT THE ANNUAL MEETING

AN exceptionally large number of members attended the eleventh annual meeting of the Nalgo Provident Society, held on Friday afternoon, May 18, in the Scarborough Town Hall. Mr. W. H. Whinnerah was elected to the chair and welcomed the members.

The minutes of the last annual meeting were confirmed and the annual report of the Committee of Management was considered seriatim.

The Committee of Management, reporting on the reference from the last annual general meeting "That the Committee of Management be recommended to consider the question of reducing the scale of charges for members requiring an extended period of convalescence of £2 2s. 0d. per week," said that after careful consideration it had been decided to take no action in connection with the suggestion by reason of the fact that, if members were allowed the extended period at the reduced rate, it might tend to restrict membership of the N.A.L.G.O. Benevolent and Orphan Fund, and it was the policy of the Society not to discourage membership of the other activities of N.A.L.G.O. It was also the opinion of the Committee that the Common Sick Fund, out of which the return of the members' "Rest" was made, should not be depleted by the payment of contributions towards the cost of extended periods of residence beyond two weeks.

The report was adopted.

Medical Certificates

Reporting on the reference back of the proposed alteration of Rule 13 in regard to Sick Pay, which requires a member while drawing sickness benefit to send a medical certificate to the Secretary once a week or at such longer intervals as the Committee may require, the Committee of Management said it was decided that no alteration be made to the rule, as suggested, as weekly medical certificates were not always insisted upon and the Committee was prepared to accept certified copies of medical certificates submitted on behalf of members.

The Chairman said the Committee did not wish to put obstruction in the way of members, but they thought there should be no alteration.

The report was adopted.

Reporting on the reference submitted by the Wolverhampton Branch that, having regard to the continued growth of the Society, the Committee of Management be instructed to consider the advisability of amending Rule 26, so as to allow voting by proxy, the Committee of Management stated they were strongly of opinion that the present method of voting at the Annual General Meeting of the Society be retained. The meeting was held in the town where the N.A.L.G.O. Conference took place, which arrangement provided for a very representative attendance.

MR. MITCHELL (Wolverhampton) said it was the intention of his Branch to obtain a vote, if necessary, in the same way as a card vote at conference. He moved the reference back.

The Chairman, replying to a question, said the Committee of Management had considered only the question of voting by proxy.

Mr. Mitchell then moved that the Committee consider the question of voting by means of a card vote on similar lines to conference.

The motion was seconded and adopted, and the report of the Committee of Management was approved.

The Committee of Management reported they had decided not to formulate a scheme to provide medical benefits for those whose illness, while not incapacitating them from following their usual vocation, demanded medical treatment and advice.

The report was adopted.

The Committee of Management, reporting on Rule 12 whereby all arrears under Table 1 due on December 15 shall be deducted from the member's "Rest" together with an extra fine of one shilling, said if a later date was substituted it would seriously delay the balancing of the accounts. An early balancing of the accounts was essential.

The report was adopted.

Date of Annual Meeting

Discussion took place on the report of the Committee of Management that in future the annual general meeting of the Society would be held on Tuesday following Whit-Monday, until otherwise determined. The Committee stated by this arrangement there would be no interference with the annual Conference of the Association.

It was carried, by an overwhelming majority, that next year the meeting be held on Friday before Whit-Monday, and not on the Tuesday following.

The Committee of Management reported that 2,307 new enrolments were effected under the Sickness and Death benefit sections during the year, as compared with 1,312 for the year 1932. Actual membership at December 31, was 12,991, the highest increase recorded in any one year since 1924, which was 2,533. Although the objective of a 15,000 membership was not attained by December 31, 1933, the progress made was very satisfactory. As the amount of surplus funds available each year for distribution amongst members was partly governed by the progress made in membership, the Committee could not too strongly impress upon the local correspondents and members the importance of continued recruitment of non-members of the Society.

The report was received.

The Committee of Management reported they had again had under consideration the question of continuing to accept a certificate of a chief officer in lieu of a medical report in respect of each new entrant under 40 years of age, and of paying the doctor's fees in respect of new applicants over that age, and had decided to continue the practice until otherwise determined.

MR. MITCHELL (Wolverhampton) asked, in view of this report, whether advertisements stating "only 2 months left; you must decide before December 31 to join N.A.L.G.O. Provident Society if you are under 40 and do not wish to pass a medical examination," were not misleading.

The chairman replied the advertisement was quite a true statement of fact because the resolution had not been passed at that time.

Financial Statement

Mr. W. E. LLOYD (Hon. Treasurer) submitted the financial statement, remarking it was a pleasure to present the accounts of the Provident Society because it was such a good Society and the accounts were so good. The Common Sick Fund showed a deficit of £309 19s. 5d. The Rest Fund was credited with 8½d. for every shilling contributed, but this was only done after taking £310 from reserve. This amount given to the Rest Fund was the crux of the operation of the Provident Society. It was stated in the advertisements that members contributed 1s. a month for 7s. a week sick pay, but really they paid 3½d. a month or 3s. 6d. a year for 7s. a week sick pay, because they had been able to give back 8½d. or more each year. The first year 10½d. was given back, but he was convinced this was a mistake. He wanted it to go about in future that it was not 1s. but 3d. or 3½d. which they paid. It was true they could not give 8½d. back this year without going to reserve, but as the Society grew older and the members grew older, the 8½d. was inclined to decrease.

Mr. W. H. WHINNERAH
Chairman of the Provident Society

When he presented the accounts the previous year, there were objections to 8½d. being put to reserve, and it was suggested they might give 8¾d. Now they all saw the wisdom of what the Management Committee decided last year. Taking everything into account, the position was satisfactory because they could not expect to work on 3½d. incessantly. The Rest Fund showed a surplus of £9,388 against £8,593 last year, the difference being accounted for by increased membership. The Deposit Fund showed a surplus of £4,728. The Death Benefit Fund, although small and apparently insignificant, was one of the most satisfactory of the functions connected with the Provident Society. Last year it showed a tremendous surplus in proportion, £651 against £551 for the year 1932. The bonus added had been 2 per cent. for each of the five years.

The Management Fund

The Management Fund was not so bright as they had hoped, the income last year being £6,797 against £6,955. Rate of interest had gone down, but administration expenses had unavoidably increased, not unreasonably having regard to the increased membership. The Rest Fund stood at £72,931 against £63,543, while the Management Fund still had £1,060 to spare. Total funds were £113,306 as against £98,911, which should be very satisfactory.

Asked if the increased expenditure side of the Management Fund was likely to be a standing item, Mr. Lloyd said he could not see any reason to suppose any economies could be effected. Everything was done at the lowest cost. The Provident Society's work was done by the staff and charged adminstration expenses accordingly on a scientific basis. Mr. Lloyd added that the question of administration expenses of all N.A.L.G.O. ancillary activities was being specially considered by the Finance Committee of the National Executive Council.

The accounts and balance sheet were adopted.

The Glasgow Branch submitted the following amendment to Rule 12:—

Delete the whole Rule and substitute the following therefor:—

"1. All arrears under Table 1 due on December 15 shall be deducted from the member's 'Rest' together with an extra fine of 1s. When a member is six months in arrears notification to that effect shall be sent to him by the Secretary, and unless such arrears are paid within 30 days of such notice, he shall cease to be a member of this section (subject to an appeal to the Committee of Management, which must be made within 30 days) and all monies due to the Society shall be deducted from the member's 'Rest.'"

"2. Not later than the last day of March

(Continued on page 523, column 1)

PROVIDENT SOCIETY

(*Continued from preceding page*)

in each year, the Secretary shall cause all pass books to be forwarded to him, in order that the same may be compared with the Society's Ledgers and initialled, without which the Society will not be responsible for any claim."

The first paragraph was referred to the Committee of Management for consideration and report.

The Chairman said that the Committee of Management were prepared to accept a similar amendment, and this was agreed.

Mr. BRODIE also submitted the following amendment to Rule 13 on behalf of the Glasgow Branch, remarking more suitable words might be framed.

"After the word "Fund" in Line 3 of Section 1 insert the words :—

"providing that in no circumstances shall any member, declaring on the Fund, who is three or more months in arrears, be entitled to pay such arrears in order to qualify for benefit under this section."

The Chairman said the Committee had no objection to take this into consideration and find suitable words which would provide what was desired.

This was agreed accordingly.

The Auditors, Messrs. Jackson, Pixley & Co., were re-elected.

The following seven members were recommended by the National Executive Council to serve on the Committee of Management for the year 1934-5 :—A. G. M. Archibald (Glasgow); W. W. Armitage (Sheffield); J. T. Baker (Lambeth); C. G. Brown; T. Freeman (Manchester); V. Grainger (Newcastle-upon-Tyne) and A. Webb (Brighton).

Three representatives elected by the members were S. Brodie (Glasgow), T. Nolan (Leeds) and L. H. Taylor (Salford).

On the motion of Mr. Armitage, best thanks for their services were extended to the Hon. Medical Officers, Drs. Scrase, Barnes and Thomas.

Thanks were also expressed to the Committee of Management and to Mr. Lloyd, the hon. Treasurer; and to Mr. Whinnerah for presiding.

SCHOLARSHIP AWARDS

The awards made under the N.A.L.G.O. Scholarship Scheme on the results of the intermediate and final examinations of the Chartered Institute of Secretaries held in 1933 were :—

Exhibition.—E. S. Underwood, Education Department, Northampton.

Scholarship.—R. J. Ravalde, Electricity Department, Newport, Mon.

Prize.—A. H. Jones, Accountant's Department, Bucks County Council.

In connection with the results of the intermediate and final examinations of the Institute of Municipal Treasurers and Accountants, the awards were :—

Exhibition.—C. C. Wallin, Accountant's Department, Tonbridge U.D.C., and K. A. Wallis, Treasurer's Department, Torquay (joint holders).

Scholarship.—A. Moody, Finance Department, Bolton-upon-Dearne U.D.C.

Prize.—R. W. T. Clements, Treasurer's Department, Gloucester.

(*Continued from Column 3*)

It is suggested that a three-year diploma course may be planned as follows :—

First Year.—Economic theory, social and economic history.

Second Year.—Political theory and organisation. Political and constitutional history.

Third Year.—Public administration. Social statistics, or special subject.

In conclusion, it is urged that the universities should encourage by every means in their power research in public administration.

TEACHING OF PUBLIC ADMINISTRATION IN THE UNIVERSITIES

At a conference at Buxton, a little over two years ago, of representatives of the Institute of Public Administration, the universities, and others interested in the teaching of public administration, it was decided to set up an exploratory joint committee to consider some form of permanent joint organisation on the analogy of the Central Joint Advisory Committee for Tutorial Classes. So far the committee has not seen its way to recommending a more permanent organisation, but as a result of discussions two sub-committees have been set up and have drafted memoranda which are now published in the official journal of the Institute. The memorandum by the university teachers deals with the general principles of teaching of public administration. The other memorandum makes detailed suggestions for a possible curriculum, and was drafted by Sir Henry Bunbury, Mr. I. G. Gibbon, Mr. T. S. Simey, and Mr. Stewart, in consultation with Mr. L. Hill, general secretary of N.A.L.G.O.

Uniformity Desirable

The university teachers point out that the number of courses in public administration now being given at the British universities has increased to such an extent that it has become desirable for some attempt to be made to secure a measure of uniformity in their subject-matter. If public administration is to be taught in association with the other subjects related to the study of modern political institutions, a limited field of study must be claimed for it as its own property. In order to define the boundaries of this field it is necessary to distinguish it first of all from what may be termed the general theory of the State. It is suggested that the student should have a general acquaintance with the primary conceptions underlying political organisation, with the nature of political obligation, individual rights, the status of the voluntary association; but matters such as these, supremely important as they are in themselves, are within the province of the political theorist rather than that of the lecturer in public administration, who should not be expected to deal with them.

The student of public administration must know the significance of such topics as Federalism, Second Chambers, Proportional Representation, the Referendum, and the Initiative; and he must obtain his information outside the public administration lecture-course. It is here, however, that the danger of overlapping is greatest. The opinion is expressed that the true setting of the subject of public administration is with other studies concerning political and social organisation. By itself it can have but little significance. Joined with the other fundamental studies concerning the problems of the modern state—legal, economic, and historical—public administration both illuminates and is illuminated. It is a necessary part of a degree course in politics. The signatories also urge that a greater measure of uniformity between such courses should be secured.

The memorandum is signed by Professor J. L. Stocks, Manchester; Professor W. G. S. Adams, Oxford; Professor Ernst Barker, Cambridge; Mr. J. Cunnison, lecturer in social economics, Glasgow; Professor J. H. Jones, Leeds; Professor D. Knoop, Sheffield; Professor H. J. Laski, London; and Mr. T. S. Simey, lecturer in public administration, Liverpool.

Scope of the Subject

The purpose of the memorandum by certain members of the Joint Committee is to illustrate in concrete form what they conceive to be the scope and content of public administration as a subject included in an academic curriculum, and its relations to cognate subjects. At the outset, the province of the administrator must be defined and discussed in relation to the legislature and the judiciary. In this connection administrative and legislative powers delegated to various bodies, including local authorities, may be dealt with theoretically. The powers of control exercised by the legislature over administrative bodies, the constitutional position of the Cabinet, and its practical working, might be explained. The ground is then clear for a treatment of public administration properly so called. Other suggestions are :—

The Civil Service and the Local Government Service.—Their organisation, methods, and personnel problems, including recruitment and training.

The Departments.—What departments should be constituted—what should be their functions? Their internal organisation, relationship to one another, the apportionment of business between them, the extent to which principles of organisation can be carried. Relationships with the public and outside bodies. The value and limitations of advisory committees. The peculiar characteristics of departments primarily concerned with "staff" and "line" functions respectively.

Control.—(*a*) Administrative. General direction and planning. Carrying out of policy. Test and measurement of results. Inspection. (*b*) Financial. Exercise of control by the Treasury and financial departments of local authorities. Budgetary control, audit, and costing.

Administrative Devolution.—(1) Internal devolution within the administrative organ. (2) Between central and local government. (3) Between public and voluntary bodies (*e.g.*, in education, public health, insurance).

Local Government Problems

Local Government.—Problems peculiar to the system, such as (*a*) internal organisation—council and committees; (*b*) area—boundaries, regionalism; (*c*) co-ordination of committees and departments; (*d*) relationship between councillors and officers.

Public Utilities and Public Concerns.—The Post Office. Gas, water, electricity, transport, and other utilities, such as the London Passenger Transport Board, the Central Electricity Board, the British Broadcasting Corporation, etc.

Intelligence.—Research. Parliamentary and departmental committees, Royal Commissions and other inquiries, central and local. The compiling of information—annual reports, statistical abstracts, intelligence and inquiry divisions. Status and value of independent departments of research (*e.g.*, Economic Advisory Council). The verification of research by application to office practice.

The two types of students—the full-time and the part-time—are then considered. For the former, it is suggested, the subject should form part of a general degree course, or of specialised courses in economics, commerce, social science, or the like. It should be studied after not less than two years' preliminary work, which should, as a minimum, cover certain introductory subjects. There are certain subjects which form the most valuable background for the study of administration. Such are history (political and economic), economic theory, and political science.

Except for the graduate student the length of the course in the case of the part-time student should not be shorter than three years, if the ground is to be covered adequately. It is presumed that the part-time student will be mature, with considerable official experience. The subject of public administration as outlined above, it is suggested, should not be introduced into the part-time course until the last year. The other years should contain subjects planned as an introduction to it, giving all the preliminary instruction necessary for its study, and setting it in true perspective. In general, the subjects included in part-time courses may well be identical with those taken by undergraduate students.

(*Continued at foot of Column 1*)

METROPOLITAN REUNION

AWARD OF THE SPORTS TROPHIES AND PRIZES

THE reunion and concert held under the auspices of the Metropolitan District of the Association seems to grow in popularity year by year. On the occasion of the thirteenth annual reunion which was held on Friday, April 27, the Queen's Hall was crowded from floor to ceiling. Even so, as Mr. Frank R. Finch, Chairman of the Metropolitan District Committee, observed, hundreds of applicants for tickets had reluctantly to be refused for lack of accommodation. A first-rate entertainment programme had been arranged by the committee, and altogether a thoroughly enjoyable evening was spent.

At an interval in the programme, Mr. Finch presented the trophies and other prizes awarded during the year in connection with the sports and recreations competitions. Referring to the record number of applications for admission tickets, he remarked that he did not know whether it would be possible in the future to find some hall in London to accommodate officers and their friends wishing to attend this function, but he assured them that every effort would be made in that direction. He expressed thanks to the Entertainments Committee for the magnificent programme which they had arranged. They had done their work extremely well. Mr. Finch also commended the work of the sectional committees, the secretaries, chairmen and others responsible for the working of the competitions throughout the year.

Altogether 43 trophies were awarded, and Mr. Finch thanked the new donors for the additions made to the list during the past twelve months. He also paid a warm tribute to the work of the hon. general secretary, Mr. W. Harold Lakin, and to the work of the hon. general secretary of the sports section, Mr. T. F. Dunning, who is responsible for the sports throughout the Metropolitan area.

Inter-sports competitions are being encouraged among the various districts, and in this connection, Mr. W. G. Auger, who is shortly retiring from his position as Sanitary Inspector at St. Pancras, presented a trophy on behalf of the St. Pancras Branch which, as already announced in *Local Government Service*, will bear Mr. Auger's name in commemoration of the valuable services he has rendered to the Association. Mr. Auger, in handing over the trophy, said they recognised the important part which sport played in an Association such as theirs. It helped local government officers to play the game. Mr. Finch returned thanks to Mr. Auger, and to the St. Pancras Branch for the award of the trophy.

LIST OF PRIZE-WINNERS

The following is the list of winners and runners-up of challenge trophies, etc., for the year 1933-34 :—

BADMINTON.—Mixed doubles (team) tournament: the "Woolwich" cup. (Presented by the Woolwich Branch), winners, Croydon; runners-up, East Ham. Gentlemen's doubles (team) tournament: the "Croydon" cup. (Presented by the Croydon Municipal Officers' Association), winners, Woolwich; runners-up, Croydon. Gentlemen's doubles championship: winners, Woolwich, runners-up, Middlesex. Gentlemen's singles championship: winner, Mr. Cooper, (Woolwich); runner-up, Mr. Harvey, (P.L.A.)

BILLIARDS AND SNOOKER POOL.—Billiards team competition: Metropolitan District billiards cup. (Presented by Messrs. Kendal and Dent), winners, Croydon; runners-up, Wandsworth. Billiards singles championship: "Leonard T. Snell" cup. (Presented by Alderman Leonard T. Snell, F.A.I., late Mayor of Paddington), winner, Mr. W. H. Taylor (Willesden); runner-up, Mr. H. J. McCluskey (Holborn). Snooker-pool team competition: "West Ham" cup. (Presented by the West Ham Branch), winners, Wandsworth; runners-up, West Ham. Snooker-pool pairs championship: "Ilford" cup. (Presented by the Ilford Branch), winners, Ilford; runners-up, Barking. Snooker-pool individuals championship: "Bulpitt" cup. (Presented by Mr. C. F. Bulpitt), winner, Mr. H. J. McCluskey (Holborn); runner-up, Mr. C. S. Harrison (Lambeth).

BOWLS.—Single rink (four players) competition: "Stanley Crosse" cup. (Presented by Mr. Councillor C. Stanley Crosse, C.C., late Mayor of Paddington), winners, Surrey; runners-up, Wealdstone. Pairs competition: "Paddington" cup. (Presented by the Paddington Local Government Officers' Association), winners, Paddington; runners-up, Port of London Authority. Single-handed championship: "Edwin Hayes" cup. (Presented by Mr. Alderman Edwin W. Hayes, late Mayor of Lewisham), winner, Mr. W. Buckley (Erith); runner-up, Mr. A. H. Fairlamb (P.L.A.)

BRIDGE.—Team competition: "Hammersmith" cup. (Presented by the Hammersmith Branch), winners, Ilford; runners-up, Kingston, Surbiton and District.

Mr. FRANK R. FINCH, Willesden
Chairman of the Metropolitan District Committee of N.A.L.G.O.

CHESS. Team competition: "Coombs" chess challenge cup. (Presented by the late Mr. E. A. Coombs, M.B.E., F.S.A.A., per the Kensington Municipal Officers' Guild), winners, Kensington; runners-up, Southwark. Individual championship: "Mary Lord" chess challenge cup. (Presented by Mr. S. Lord, F.S.A.A., Past President of N.A.L.G.O., Borough Treasurer of Acton), winner, Mr. D. Love, (West Ham); runner-up, Dr. Rose Jordan (Lewisham). Individual handicap competition: "Bailey" chess cup. (Presented by Mr. E. W. Bailey, A.S.A.A., Borough Treasurer of Bethnal Green, per the Bethnal Green Branch), winner, Mr. D. Love (West Ham); runner-up, Mr. W. J. Mills (Southwark).

CRICKET. Team competition: "Lambeth" cricket shield. (Presented by the Lambeth Municipal Officers' Guild), winners, Croydon; runners-up, Kingston, Surbiton and District.

FOOTBALL. Team competition: Metropolitan District football shield. (Presented by the Metropolitan District Committee), winners, East Ham; runners-up, St. Pancras.

GOLF. Individual competition: "Municipal Journal" challenge cup. (Presented by the Proprietors of the "Municipal Journal"), winner, Mr. S. Lord (Acton); runner-up, Mr. W. Nelson (Croydon).

LAWN TENNIS. Ladies' doubles tournament: "Lady Duncan Watson" cup. (Presented by Lady Duncan Watson, of 47, Hollycroft Avenue, Hampstead, per the St. Marylebone Staff Association), winners, Croydon; runners-up, L. and H.C. Joint Electricity Authority. Mixed doubles tournament: "St. Marylebone" cup. (Presented by the St. Marylebone Staff Association), winners, East Ham; runners-up, Merton and Morden. Gentlemen's doubles tournament: "Willesden" cup. (Presented by the Willesden Staff Association), winners, Middlesex; runners-up, Bethnal Green. Ladies' singles tournament: "Mrs. G. E. Brydges" cup. (Presented by Mrs. G. E. Brydges, per the Ealing Branch), winner, Miss F. Wells (East Ham); runner-up, Miss E. Hillier (Surrey). Gentlemen's singles tournament: "Mrs. G. E. Brydges" cup. (Presented by Mrs. G. E. Brydges, per the Ealing Branch), winner, Mr. G. L. Downing (St. Pancras); runner-up, Mr. K. A. Kitchin (Lambeth).

MOTORING. Reliability trial: "Wembley" cup. (Presented by the Wembley Branch), winner, Mr. A. G. Sugden (Willesden); runner-up, Mr. W. G. Nottage (Beckenham).

RIFLE SHOOTING. "Johnson" rifle shooting shield. (Presented by Sir Arthur P. Johnson, M.A., J.P., late President of the Metropolitan District), winners, West Ham; runners-up, Middlesex.

ROAD WALKING. Team race (teams of three), "Westminster" challenge shield. (Presented by the Staff of the Westminster City Council), winners, Bethnal Green; runners-up, Lambeth. Team race (teams of four): "Lawson" challenge cup. (Presented by Lord Burnham), winners, Bethnal Green; runners-up, Enfield. Individuals race (confined to Metropolitan, City and Borough Council Officials): "Smith" challenge cup. (Presented by the late Mr. J. A. Smith), winner, Mr. C. D. Turbayne (St. Marylebone); runner-up, Mr. A. I. Bell (Lambeth). Individuals race (confined to officials outside Metropolitan, City and Borough Council Staffs): "Dawes" challenge cup. (Presented by the late Mr. J. Arthur Dawes, M.P.), winner, Mr. N. A. L. Burt (London, C.C.); runner-up, Mr. H. L. Etherington (Surrey C.C.).

SWIMMING. Handicap team race: "A. P. Johnson" challenge bowl. (Presented by Sir Arthur P. Johnson, M.A., J.P., late President of the Metropolitan District), winners, Croydon; runners-up, Deptford. Championship team race: "Middlesex" challenge cup. (Presented by the Middlesex County Officers' Association), winners, Middlesex; runners-up, Croydon. Ladies' Championship race: "Hackney" cup. (Presented by the Hackney Branch), winner, Miss H. G. Varcoe (Croydon); runner-up, Miss D. Moir (Middlesex). Gentlemen's championship race: "Beckenham" cup. (Presented by the Beckenham Branch), winner, Mr. K. McLennan (Croydon); runner-up, Mr. L. Cogger (P.L.A.). Gentlemen's breast stroke championship: "Bedford" cup. (Presented by the Hampstead Municipal Officers' Guild), winner, Mr. T. A. Towndrow (Barnes); runner-up, Mr. L. E. H. Gray (Beckenham). Ladies' Diving Championship: winner, Miss D. Moir (Middlesex); runner-up, Miss F. P. Stevens (Acton). Gentlemen's diving championship: "Arthur Purkis" cup. (Presented by Mr. Arthur Purkis, Town Clerk, Deptford), winner, Mr. J. Saunders (Deptford); runner-up, Mr. R. W. Miller (St. Marylebone). Gentlemen's plunging championship: "Leyton" cup. (Presented by the Leyton Branch), winner, Mr. H. A. Baker (Bethnal Green); runner-up, Mr. A. E. Maker (Leyton). Gentlemen's handicap: "W. G. Maeers" cup. (Presented by the Camberwell Branch), winner, Mr. G. R. Talbot (Barnes); runner-up, Mr. J. E. Waring (Deptford).

TABLE TENNIS. Team Competition: "Hampstead" cup. (Presented by the Hampstead Municipal Officers' Guild), winners, Bethnal Green; runners-up, Bermondsey. Ladies' singles championship: "Surrey" cup. (Presented jointly by Surrey C.C. Branch and Metropolitan District Committee), winner, Miss E. Craighill (Ealing); runner-up, Miss A. E. Hearns (Heston and Isleworth). Gentlemen's singles championship: "Bermondsey" cup. (Presented by the Bermondsey Branch), winner, Mr. G. W. Marshall (Camberwell); runner-up, Mr. C. G. Boorman (Middlesex). Gentlemen's doubles championship: "W. G. Maeers" cup. (Presented by the Camberwell Branch), winners, Bethnal Green; runners-up, Bethnal Green.

WHIST. Team competition: Metropolitan District whist cup. (Presented by Messrs. Kendal and Dent), winners, Willesden; runners-up, Surrey C.C.

METROPOLITAN DISTRICT SPORTS AND RECREATIONS BRANCH CHAMPIONSHIP. "Municipal Journal" championship bowl. (Presented by the Proprietors of the "Municipal Journal"), winners, Croydon; runners-up Middlesex; third place, Bethnal Green.

HAVANT AND PETERSFIELD BRANCH FORMED

At a meeting of the staffs of the Urban District Councils of Havant and Waterloo, and Petersfield and the Rural District Council of Petersfield, which was convened by the Portsmouth Branch, consideration was given to the formation of a local branch for the Councils' staffs above mentioned. After addresses by Mr. E. S. H. Eades, President of the Portsmouth Branch, and Mr. F. Thomas, Divisional Secretary, and much discussion, it was decided to form a local branch, and the officers were elected as follows :—

President.—Mr. A. E. Madgwick, Clerk to the Urban District Council of Havant and Waterloo.

Hon. Secretary.—Mr. N. P. Udell, Chief Assistant in the Clerk's Department of the above.

Treasurer.—Mr. W. F. Appleton, Sanitary Inspector to the Havant and Waterloo U.D.C.

Committee.—Messrs. C. E. Maynard, Surveyor; W. Voice, Financial Department, Havant and Waterloo U.D.C.; Messrs. A. G. Aylward, Surveyor's Department; R. Canterbury, Clerk's Department, Petersfield R.D.C.

It is hoped that the branch will commence activities with a membership of approximately 40. At the conclusion of the meeting, officers, members of the Council and friends were delightfully entertained by the concert-party of the Portsmouth Branch, and the proceedings terminated at 12 p.m. after refreshments and dancing.

A pleasing ceremony at a meeting of Stalybridge Branch was the presentation of gifts to Mr. Norman S. Whittaker, until recently hon. secretary of the Branch, and Mr. W. H. Berry, who has retired from the office of treasurer. The chairman, Mr. H. W. Taylor, said they had served the branch with loyalty and efficiency. The presentations consisted of an electric clock to Mr. Whittaker and a barometer to Mr. Berry.

* * *

Congratulations to Miss E. A. Sharp, who was secretary to the Departmental (Hadow) Committee on the Qualifications, Recruitment, Training, and Promotion of Local Government Officers, on her appointment as private secretary to Sir Arthur Robinson, G.C.B., C.B.E., secretary to the Ministry of Health.

HOLIDAY NEWS

"ONE'S IDEA OF PARADISE"

This is a traveller's description of Orotava, one of the ports of call included in the N.A.L.G.O. cruise to Spain, Portugal, Morocco, Canary Islands, and France, which commences from Liverpool on Saturday, July 28, next :—

There used to be a popular song about a "little bit of Heaven" that dropped out of the sky and, in a horrid wail of wrongly accented words, "they called it I-er-land." But this morning, when I went on deck and gazed at the beauty of Orotava, I knew that the song was wrong as well as hideous. For the sun-drenched Vale of Orotava is far more like one's idea of Paradise than the rainy hills of Connemara.

Some freak of the volcanic forces below the mountain has so thrown up a barrier around the Vale that it has become the most fertile and the most sheltered spot in the whole of Tenerife. Every inch of its ground burgeons with some form of growing thing, and away above towers in cloud-girt majesty the perfectly shaped cone of the Peak.

Madeira is pleasant, Las Palmas is open and spacious, Santa Cruz is beautiful; but Orotava is the most fascinating of them all. For here you are right away from the beaten track. You are in a real Spanish village, where life ambles dreamily on from year to year under an ever-shining sun. The little streets run uphill and downhill, between walls of glowing yellow; nearly all the houses have great shutters of wood instead of windows, shutters that are closed when the sun is on them, and thrown open when they are in shadow, so that the señora—or perhaps even the señorita—may lean a slim olive arm across the sill and gaze out hour by hour at the little traffic of the town. There are scores of older houses with the traditional wooden balcony on the first or second floor—a mysterious thing half-hidden by a carven "grille," behind which Dolores (they are nearly all called Dolores, or Lolita for short, or Lola for shorter) may hide her crimson blushes while Juan or Miguel below sings his love to the strain of his guitar. At least, that was what balconies were chiefly used for in olden days, and if the exact ritual has changed to-day in sleepy Orotava, something not very unlike it must have taken its place. Over the yellow sun-baked walls of the hotel, over the luxuriant garden, over the dreamy terrace with its lounges and its hammocks, as over all Orotava, is laid the smooth "patina" of eternal sunshine. There may be rainy days in Orotava, and possibly even cold days; but it is impossible to imagine them.

The cruise embraces many other beautiful spots. It is packed with sightseeing and amusement. The fare, including gratuities, is only £23 for the 23 days' trip. Every passenger is assured of a wonderful holiday.

INSTITUTION OF MUNICIPAL AND COUNTY ENGINEERS

In the May, 1934, issue of LOCAL GOVERNMENT SERVICE, under the heading of "Officers and the Public," there appeared a paragraph entitled "N.A.L.G.O. and the Status of Chief Officers," at pages 489 and 491, from which the following is extracted as a statement of the policy of the Association :—

> "It only remains to be repeated—if that should be necessary—that N.A.L.G.O. does not distinguish between the relative values or positions of local government officers. That assurance is wholehearted and genuine, and no one in close touch with the work of the National Executive Council would ever doubt it."

This paragraph appeared after a meeting had been held between representatives of the Institution of Municipal and County Engineers and of N.A.L.G.O. at the request of the Institution, primarily in connection with an article which had been published by the Association entitled "Keeper of the Cash," which explained the work of the borough treasurer, and which, in its opening paragraph, contained the following statement: "The Borough Treasurer is the second most important official in our local government service. Only the Town Clerk ranks before him."

It was explained to the representatives of I.M.C.E. that this statement had been inserted by the Association's publicity agent after the article had been passed for publication, and that N.A.L.G.O. would not have allowed such a sentence to go out if it had been aware of the fact; that apparently it was part of a paragraph designed to give assistance to editors in providing an interesting introduction to the article; that it was not and never had been part of N.A.L.G.O.'s policy to endeavour to discriminate between one chief officer of a local authority and another; and regret was expressed that this occurrence had caused annoyance to the members of the Institution of Municipal and County Engineers.

[The statement in question did not appear in LOCAL GOVERNMENT SERVICE—Editor.]

EDUCATION CORRESPONDENTS

UNIVERSITIES AND PUBLIC ADMINISTRATION : DISCUSSIONS AT SCARBOROUGH

A MEETING of Education Correspondents was held at Scarborough on Tuesday, May 22.

Mr. Chaston (chairman of the Education Committee) presided, and among those present were Mr. C. A. W. Roberts (vice-chairman of the Education Committee), Mr. A. A. Garrard (National Executive Council), the General Secretary, and Education Secretary. There was a large number of representatives of branches.

MR. CHASTON invited Education Correspondents to discuss freely any difficulties they had encountered. He referred to the implications of the Conference decisions on the Hadow Report, and pointed out that N.A.L.G.O. would press for representation on the Central Advisory Committee and also indicated that the National Executive Council would carefully watch the situation with regard to the establishment of the proposed new examination. He drew attention to the motion submitted by the Wakefield Branch which was approved by Conference pressing for the establishment of a degree in public administration. Endeavours to establish such a degree, he said, conformed to the educational policy of the Association, and the Education Committee would give this matter their earnest consideration.

Research Work at Liverpool

MR. C. A. W. ROBERTS gave a short address on the activities of the Liverpool Area Education Committee, pointing out that the Association had assisted universities financially, and that at Liverpool Mr. Simey, lecturer in public administration, had been able, as a definite result of the assistance granted by the Association, to undertake research work in connection with local government. Mr. Roberts stressed the importance of maintaining and developing contact with the universities, and drew attention to the success with which the efforts of the North-Western Area Education Committee had met in Liverpool and Manchester. He urged local Education Correspondents to foster interest amongst their members and to endeavour to secure contact with the universities in their locality with a view of the establishment of appropriate courses.

MR. HILL, general secretary, gave an outline of the efforts the Association had made with a view of establishing diplomas in public administration at various universities, and pointed out that this might be considered as a step towards the establishment of degrees in public administration.

MR. PEACOCK (Cambridge) suggested that a message of congratulation and good wishes should be conveyed to Mr. T. Harvatt, the former Education secretary, and this was heartily agreed to. Mr. H. Slater, successor to Mr. Harvatt, was introduced by the CHAIRMAN and received a hearty welcome.

London University Diploma Course

A question was raised regarding the conditions of entry to the London University Diploma course. The Education Secretary reported that a deputation had interviewed the Academic Registrar of London University on this matter. The difficulty lay in the fact that the university statutes made under the University of London Act, 1926, define an external student as a student who has matriculated at London University. MR. SLATER pointed out the difficulties of securing an amendment of the University of London Act, and stated that a report would be made by the deputation to the next meeting of the Education Committee.

MR. H. RUSSELL (Stockport) reported that in his area arrangements were being made for the establishment of a class, more particularly for older men, to prepare candidates for courses for the diploma in public administration. He proposed that sectional meetings should be held during the Association's Annual Conference. THE CHAIRMAN drew attention to the fact that this matter had previously been discussed by Conference. MR. RUSSELL suggested that if information were supplied by headquarters he would be willing to arrange meetings of the section with which he was particularly concerned.

MR. PEACOCK (Cambridge) pointed out that the question of holding meetings of Education Correspondents in different areas had been previously discussed, and urged that this matter should receive further consideration.

THE VICE-CHAIRMAN said that the committee still had this matter in mind and consideration would be given to the question of holding such meetings.

A question was raised as to the assistance which district committees might give to enable branches to utilise the services of members of the panel of lecturers. It was stated that this matter would receive consideration.

The question arose of granting special leave to students immediately prior to the examinations for which they were entering. It was pointed out that in some cases officers were called upon to work overtime even on the eve of their examination. THE CHAIRMAN suggested that this was a matter for negotiation when the recommendations of the Hadow Committee regarding the establishment of an examination were being discussed.

A representative of the Lancashire County Council Branch reported that the County Council had agreed to pay half the expenses incurred to students proceeding to the M.A. degree in respect of three students selected on the results of the examination for the Diploma in Public Administration.

A hearty vote of thanks was accorded to the Chairman.

Mr. F. C. Dain, Showroom, Sales, and Publicity Superintendent of the Borough of Leyton Electricity Undertaking, has been appointed Showroom Manager to the Coventry City Council. He has been sports and social secretary to Leyton Branch for the past four years, and prior to that had been a member of the Association at Manchester and Blackburn since 1923.

* * *

Mr. J. D. Ritchie, Deputy Clerk of Surbiton Urban District Council, has tendered his resignation on his appointment as Clerk of the Frinton and Walton Urban District Council. Mr. Ritchie has been at Surbiton for the past ten years and was closely associated with the local branch of N.A.L.G.O., of which he was at one time secretary.

* * *

The death has occurred of Mr. Evan J. Davies, Clerk to the Porthcawl Urban District Council for the past twenty-one years and first president of the Porthcawl Branch. Mr. Davies was highly esteemed by his colleagues and his interest in the welfare of the Association was well known.

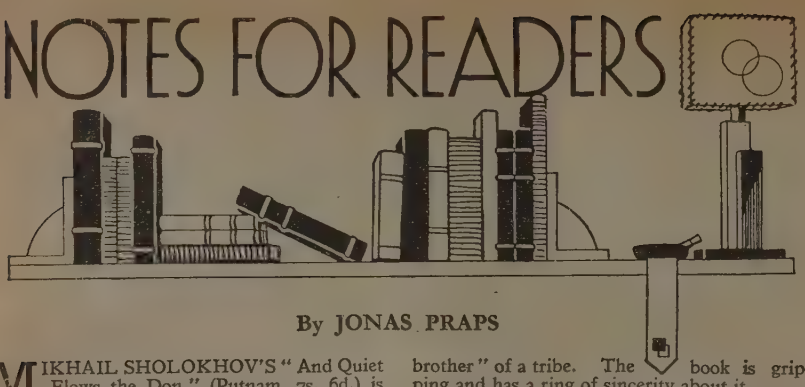
* * *

The Denbighshire County Council have appointed Mr. William Burd to the statutory position of Deputy County Treasurer. Mr. Burd has been Chief Assistant to the County Treasurer for a long period, gaining wide experience in the duties of the office. He has been for eight years hon. secretary of the North Wales Students' Society of the Institute of Municipal Treasurers and Accountants. Mr. Burd is a keen supporter of N.A.L.G.O. and is this year's chairman of the Denbighshire County Council Branch.

* * *

Mr. George Wainwright, formerly clerk to the Penrith Urban District Council, has resigned his presidency of the Cumberland Branch. The members have presented him with an electric fire, a shaving set, and a fountain pen, in appreciation of the valuable work he has done for the branch.

NOTES FOR READERS



By JONAS PRAPS

MIKHAIL SHOLOKHOV'S "And Quiet Flows the Don" (Putnam, 7s. 6d.) is a full-length novel of Russia in recent years. It is divided into four parts—Peace, War, Revolution, and Civil War—and is pictured on a large canvas in bold colours. It opens in the comparative peace of a Cossack village community on the banks of the river Don. The life was hard, much of it brutal, and the heading "peace" seems misplaced on many occasions. Then comes the war, depicted in full colour of its horror—the Russian counterpart of "All Quiet on the Western Front"—followed by the revolution and the civil war. The whole book is a bold and free account of the life of the people of Russia from the period just prior to the war to the present day, and will make a strong appeal to those who are prepared to face facts; there is no veiled language and no attempt to hide the failings of the characters which are very realistically, if grimly, drawn. Have your mental ambulance outfit handy—you will need it.

It is not easy in a few words to give a satisfactory description of a very delightful book entitled "A Superficial Journey through Tokyo and Peking," by Peter Quennell (Faber, 12s. 6d.)—if Robert Louis Stevenson had made the journey, it would have been on a donkey. There is nothing high fallutin about it. The author was at one time a professor of English literature at a Japanese university, and made the journey for his own delectation. You will find little or nothing about politics and no mention of economics, but many charming individuals will be introduced to you, and some not quite so nice. If you delight in reading a book because of its written charm rather than its forceful movement, try Mr. Quennell.

"People Worth Talking About"

Cosmo Hamilton, in "People Worth Talking About" (Hutchinson, 12s. 6d.), panders to the modern craze for information of a personal character—the more intimate and personal the better—concerning anyone making the least pretence at notoriety; the type of notoriety matters little. This book gives some forty intimate portraits, mostly of living personalities; they are sketchy, but very readable, literature and the stage being chiefly represented. Massaguer's caricatures add considerably to the book's appeal.

In "Silk Hat and Spurs" (Wright & Brown, 18s.), General Rafael de Nogales gives some more of his personal experiences. He is a Venezuelan, and his life has been one long series of adventures; Morocco, Argentine, the Orinoco jungle, Haiti, Kurdistan, and Palestine during the war. Enough to satisfy most reasonable people. He took risk and adventure with the glee that one of his companions imbibed a particularly alluring rat poison "as if a choir of angels were gliding down my throat." The author has a pleasing way of recording his experiences.

"Claws of Africa," by Roger Courtney (Harrap, 6s.) is by no means entirely devoted to big-game hunting, though the author relates many of his big-game hunting thrills. He is a professional guide to white hunters, and recounts some extraordinary events in which black magic enters—the terrible ceremonial of the Leopard Society of Liberia, for instance. He acted as doctor and became a "blood brother" of a tribe. The book is gripping and has a ring of sincerity about it.

Professor Neale is to be congratulated upon an outstanding contribution to the already extensive literature relating to the Tudor period in "Queen Elizabeth" (Cape, 9s. 6d.). Whilst not labelling her as the first protagonist of the suffragette movement, Elizabeth is shown as the first "real" Queen of England and the description of her as a statesman is excellent. The unsuccessful attempts of her advisers to secure a matrimonial alliance might have been successful with a less forceful personality. The book gives a clear view of the England of Elizabethan days as well as of the queen's personal power and influence in state affairs, and the eternal intrigue of the times.

Many years of service in the borough and as hon. treasurer of the Finsbury Officers' Guild were recognised when a presentation was made to Mr. Edwin G. Hill, the retiring Borough Accountant of Finsbury, by members of the Guild. Mr. Hill's association with local government goes back to 1888, when he was appointed junior clerk under the former Clerkenwell Vestry. He has been hon. treasurer of the Guild for thirty years. The presentation, with which all grades of the Council's non-manual staff were associated, took the form of a grandfather's clock, suitably inscribed.

* * *

Mr. W. C. West, Deputy Borough Engineer of Newport, Mon., has been appointed to succeed the late Major W. E. Lloyd, M.C., as Borough Engineer. Mr. West, who is an associate member of the Institution of Civil Engineers, has served Newport Corporation for twenty-nine years.

"BEANO" GIFT SCHEME

LIST OF COPIES SELECTED FOR GIFTS

The following is the list of copies of "Beano" selected for gifts in accordance with the conditions published on page 48 of "Beano."

If you hold a copy bearing one of the numbers shown below, complete the voucher and send it to the Hon. Secretary, "Beano" Gift Scheme, Town Hall, Scarborough, not later than June 30, 1934.

No. of Gift	Voucher No.	No. of Gift	Voucher No.
1	19,634	26	6,142
2	289	27	6,210
3	14,057	28	6,008
4	7,469	29	9,196
5	2,215	30	8,619
6	4,093	31	11,525
7	17,027	32	13,109
8	19,760	33	4,744
9	26,194	34	8,013
10	11,222	35	4,603
11	3,304	36	4,411
12	27,007	37	6,209
13	5,803	38	4,257
14	5,330	39	23,258
15	20,304	40	487
16	16,513	41	15,020
17	478	42	6,724
18	6,910	43	27,838
19	15,321	44	13,118
20	27,205	45	9,990
21	19,020	46	3,552
22	1,706	47	9,727
23	8,384	48	19,368
24	25,620	49	51
25	15,600	50	2,007

A profit of sixpence on each copy of "Beano" sold has been credited to branches and the gross profit to date amounts to over £600. The Scarborough Branch extends its cordial thanks for the generous support given to its venture on behalf of the Benevolent and Orphan Fund.

An interesting record of municipal service is held by Mr. A. J. Croxford, Senior Rate Collector under Paddington Borough Council. He has served the local authority of Paddington for fifty years; his father served before him, and his daughter is on the staff of the Council, making 103 years' family service. Mr. Croxford is president of the Paddington Branch of the Association, which he represented this year at the Annual Conference for the eighth time.

A CLEAR GUIDE FOR LOCAL AUTHORITIES

PREPARATION OF SCHEMES AND ORDERS under the TOWN & COUNTRY PLANNING ACT

By **S. PASCOE HAYWARD, B.A.,**

of the Middle Temple, Barrister-at-Law.

THIS handbook gives the Regulations under the Town and Country Planning Act, 1932, and ensures that the Authorities concerned follow the correct order of procedure in preparing and presenting their Schemes. The book is exceptionally well-planned for reference and makes it considerably easier for the Authority to become acquainted with, and conform to, the essential Regulations and Orders than by frequent reference to the Act itself. In addition to the forms prescribed by the Minister of Health, the author has drafted a number of supplementary forms that will greatly assist the reader. 10/6 net

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SOCIAL SERVICE

WORK OF THE COMMUNITY ASSOCIATIONS

SUCH a generalisation as "Why bother about these voluntary associations? The local authority can do all that is required for the community" is described as only a partial statement of the truth by Mr. A. A. Garrard in an address which is published in a recent issue of *The Social Service Review* of the National Council of Social Service (Inc.). Mr. Garrard explains his attitude metaphorically by likening communal life to a ship the captain of which, although the supreme authority, is largely dependent on the engineer for the provision of power.

While the belief is widely held in favour of public services being to a large extent carried out by officially constituted authorities, Mr. Garrard observes that there are, at any rate, many who favour the general public taking a more active part in the work on behalf of the community. The local authority, he says, is delegated by the State with authority to govern, and is therefore responsible for the provision of public services necessary for the good of the community. He could show, however, that the pioneer work for almost all the important social services in this country has been carried out by individual initiative and voluntary effort, for it was true to say that the statutory body seldom, if ever, initiates a service that has not been pioneered by others. He quoted Captain Ellis, who, in an article on the respective spheres of the public authorities and voluntary associations in the administration of the social services, says, "The essential character of voluntary service is that it is free from all restraints and can adventure new fields and explore untried methods without the sanction of Parliament or any other Authority. It is missionary in character for it can live only by persuading others of its belief."

A Great Partnership

Mr. Garrard visualises the city council and the community association as two important associations engaged in a great partnership, the former established by law and, as Captain Ellis says, characterised by "definiteness and stability"; the latter, "free and individual in character," guided and directed by men and women of high ideals and unflagging enthusiasm. The main purpose of the partners in this enterprise is to make possible the best and fullest life for the community and it is, therefore, essential that in this partnership, as in all others, certain conditions should be fulfilled. The community association should be fully representative of the life of the municipality, free from serious internal differences.

It might be argued that the members of a local authority should know the needs of the people who have elected them to govern the city. After more than thirty years' service in the Public Service Mr. Garrard is satisfied that the majority of the members of local authorities are alive to their responsibilities. Notwithstanding this fact, he thinks that the establishment of a representative body such as a community association, especially on a new housing estate, can be of great value in focussing the mind and thought of a community on matters of national and local importance, and should be welcomed as the medium of conveying the views of the community to the governing body.

The objects of the community association are—(1) To organise local interest and activity, bringing out the resources of the neighbourhood; making the neighbourhood voice its own demands and secure the satisfaction of its own needs. (2) To furnish to the neighbourhood those services not already available through either public or private enterprise, especially those that are experimental in character from which may be learned what works and what does not, and what should be more widely available. (3) To arouse public sentiment in the hope of gaining greater economic security for the masses of the population.

CONFERENCE ASIDES

By "INQUISITOR"

IT seems impossible for a N.A.L.G.O. conference audience, teeming with representatives keen on their association, not to be vociferous, and, perhaps, the President's early request for a show of hands in deciding a matter in place of the usual "aye" or "no" suggested the "up." "Up" with a slight aspirate seeming later to turn into "wup" was for the first (and may we hope the last) time a feature of the Conference.

Things started somewhat awry: the President's badge, for example. Meeting under the aegis of "a teetotal mayor in high favour with the licensed victuallers," of course anything could happen. Gradually things settled down, though the unaccustomed meeting-place disturbed a lot of delegates unused to the sanctity of a religious edifice.

Despite the fact that the platform occupants were referred to (among other things) as "the choir," they did not always call the tune, though that fact does not prove them out of harmony in the N.A.L.G.O. anthem. When an unavoidable delay in resuming on Saturday afternoon occurred, the audience turned choir to the tune of "Why are we waiting?" but when it was tried on Monday evening at the dance the band retaliated by playing the tune to a dance setting.

Having regard to the weather, which seriously interfered with the tennis tournament and to Scarborough being the queen of watering-places, "He watereth the hills" would have been a suitable anthem.

There was obvious preening among the plat-per-formers when they were referred to as the beauty chorus. Mark Twain once, in order that there should be no doubt on the matter, wrote: "This is wrote sarcastic." This surely could not have been inferred with the B.C.!

One of the most attractive "asides" of the Conference was the opportunity delegates had of visiting Cayton Bay Holiday Centre, and a very attractive one it proved. Evidently the beauty chorus can appreciate beauty if they can't display it. I met two Devon men coming away from the beach, and they admitted that the site was comparable with Devon for beauty. Friend Auger was at once on the defensive for Croyde.

The beauty chorus shone at least once. In the discussion on women's representatives the picture of Mrs. Franks ploughing a lonely furrow, was dispelled by that lady announcing that "the kindness of the members of the N.E.C. has been such that I have never been lonely." Three sobs were distinctly heard. B.C. one up!

There was a little rivalry for Scotch (or should it be Scottish?) leadership in the absence of Fraser of Dumbartonshire, who was stated to be "under a cloud." It must be the type of cloud which produced the Flood if it can suppress Auchenshuggle Fraser. Devitt, as substitute, did well, even if he had to admit at the finish that the wisdom of England came to his rescue. By the way, several Scotsmen, not knowing what else to do with the saucers on the floor, dropped halfpennies in them.

The President's address reference to coloured shirts produced a startling headline in the Press resulting in an old lady inquiring: "Is this N.A.L.G.O. a new Nazi movement?"

Two "asides" stand out in my mind. First, the perseverance of the delegate in proposing the resolution on proportional representation with no encouragement from Conference. Indeed, one delegate asked if item 64 (time limit to speeches) might be anticipated. In the second case, the delegate who carried resolution on his single "aye": the still, small, single voice which enabled the President truthfully to declare the motion carried.

Opposition to meeting in London next year was anticipated, but not, we hope, for the reason given by the delegate who once attended a Methodist conference there and declared that as soon as the delegates left the hall they were lost!

It appears to be more difficult year by year for delegates to persuade (or insist upon, as the case may be) their wives remaining at home. Is this why so many voted for Cheltenham without the lure of the sea?

Conference never fails to illumine the immensity of the N.A.L.G.O. ideal. We may squabble over trifles, rejoice at the downfall of a motion, particularly if it is in the name of the N.E.C., quibble about the wording of the report; but N.A.L.G.O. emerges from the ordeal stronger and stronger year by year.

WHITLEY COUNCILS

STANDING CONFERENCE AND STAFF ORGANISATIONS CONFER

A MEETING was held on May 4 between members of the Standing Conference of Joint Councils for Local Authorities' Administrative, Technical and Clerical Services and representatives of the staff organisations, at the Middlesex Guildhall, Westminster. In the absence of the chairman of the Conference, Councillor J. E. Jefferson Hogg, owing to illness, the vice-chairman, Mr. J. W. Wilkinson, presided.

The chairman stated that the meeting had been arranged for the purpose of discussing questions relating to the establishment of provincial councils for the administrative, technical and clerical services of local authorities in those areas for which councils are not in existence.

A general discussion followed in the course of which reference was made to the provincial councils already established, to the situation in certain areas, representation on provincial councils, and to the recommendations made in the Report of the Departmental Committee on Recruitment, etc., of Local Government Officers.

Among those who took part in the discussion were Mr. Armitage (West Riding), Mr. Bishop (Lancashire and Cheshire), Mr. Evans (N.U.C.O.), Mr. Roberts (N.A.L.G.O.), Mr. Dean (N.U.G.M.W.), Mr. Davis (London District), Mr. Whinnerah (Lancashire and Cheshire), Councillor Geldard (West Riding), Alderman Wood (Lancashire and Cheshire), Mr. Corser (Lancashire and Cheshire), Mr. Glanville (N.U.C.O.), Mr. Chaston (N.A.L.G.O.), and the secretary.

There was general agreement on the principle of the desirability of additional joint councils being established and, with a view to securing co-operation in the various areas, it was, on the motion of Mr. Corser (Lancashire and Cheshire), seconded by Mr. Armitage (West Riding), resolved:—

> That before action is taken in any area with the object of establishing a provincial council, the secretary shall convene a meeting of representatives of the Standing Conference and of the staff organisations claiming to have membership among the local government officers in the area, the invitations to the staff organisations to send representatives to the meeting to be sent to the general secretary of each organisation.

After further discussion as to the action which could be taken it was resolved:—

> That this meeting be adjourned until a date to be arranged, and that before the resumption of the meeting the secretary shall circulate to the staff organisations here represented information as to the areas not covered by the existing provincial councils, with a view to such information being considered by the organisations and their representatives being in a position to discuss the situation in detail on the resumption of the meeting.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.

NATIONAL EXECUTIVE COUNCIL MEETING

At the conclusion of the Conference, on May 21, the National Executive Council met at the Grand Hotel, Scarborough, under the chairmanship of Dr. Wotherspoon, the president. Mr. F. J. Willett (Salford) was re-elected as chairman of the National Executive Council for the ensuing year, and Mr. W. W. Armitage (Sheffield) was re-elected as vice-chairman. The new members of the Council—Messrs. Garrard, Vince, Sweet, and Lawson—were formally introduced and welcomed by the chairman. The National Executive Council also appointed the various standing committees.

It was announced that the following had been elected under rule 51 (2).—

Classes of Authority Representatives:—
Ogden, A. Denton
Sweet, C. C.

The following are the representatives under Rule 51(4):—
Vince, J. W.
Day, A. B.
Moss, J.
Merriman, F. V.
Stead, E. J.
Morris, H.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted from headquarters to branches:—

APRIL 26.

Circular No. 43/*Bo*/1934.
Regarding the Benevolent and Orphan Fund Purse Session at the Scarborough Conference.

MAY 3.

Circular No. 44/*Ed.*/1934.
Enclosing particulars relating to the Association's Summer School at Newnham College, Cambridge.

MAY 1.

Circular No. 45/*Con.*/1934.
(*To conference representatives*).
Enclosing final agenda, division cards, and post card for notification of travelling arrangements.

MAY 3.

Circular No. 46/*Bo*/1934.
Requesting prompt remittance to Scarborough of money due from the sale of the "Beano" magazine.

IMPORTANT DATES

June 23.—Summer School (Scotland) opens at St. Andrews.

June 24.—Renewal premiums due on "Nalgo" Household Insurance Comprehensive Bonus Policies.

June 29.—Committees of the National Executive Council.

June 30.—Committees of the National Executive Council.

June 30.—Summer School opens at Newnham College, Cambridge.

RECORD ISSUE OF "L.G.S."

THIS MONTH WE PRESENT TO OUR READERS A RECORD ISSUE OF "LOCAL GOVERNMENT SERVICE." EVEN 52 PAGES, HOWEVER, HAVE NOT SUFFICED TO ACCOMMODATE ALL THAT WE HAD WISHED TO INCLUDE IN THIS ISSUE. ABOUT 30 PAGES ARE DEVOTED TO THE SPECIAL REPORTS, ETC., OF THE ANNUAL CONFERENCE AND AUXILIARY ACTIVITIES, AND WE REGRET IT HAS BEEN NECESSARY TO HOLD OVER A NUMBER OF OTHER MATTERS.

OFFICERS

PRESIDENT:
A. Wotherspoon, M.B., D.P.H., Medical Officer of Health, Stoke-on-Trent.

IMMEDIATE PAST PRESIDENT:
Cecil G. Brown, LL.B., Ex-Town Clerk, Cardiff.

VICE-PRESIDENTS:
G. W. Coster, M.B.E., Clerk to the West Derby Assessment Committee and Superintendent Registrar, Liverpool.
W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

HONORARY TREASURER:
W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

HONORARY SOLICITORS:
England—P. H. Harrold, Town Clerk, Hampstead.
Wales—D. J. Parry, M.A., B.Sc., Solicitor to the Glamorgan C.C.
Scotland—G. S. Fraser, M.A., B.L., Town Clerk, Aberdeen.

TRUSTEES:
H. Begg, F.R.C.V.S., County Veterinary Inspector, Lanarkshire C.C.
S. Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer, Acton.
W. H. Whinnerah, A.C.I.S., Secretary, Paving, Sewering and Highways Department, Manchester.

GENERAL SECRETARY: L. Hill.

LEGAL SECRETARY AND INSURANCE SECRETARY: J. Simonds, M.A., Barrister-at-Law.

ACCOUNTANT: H. G. Baker.

ORGANISING SECRETARY: W. P. Fox.

EDUCATION SECRETARY: H. Slater, A.C.I.S.

SPECIAL ACTIVITIES, DEPARTMENTAL SECRETARY: H. Wright.

DIVISIONAL SECRETARIES:
Metropolitan and Eastern Districts and London County Council Branch—T. M. Kershaw, 24 Abingdon Street, Westminster, S.W.1. Telephone: Victoria 8592.
North Western and North Wales District—Haden Corser, 22 Booth Street, Manchester. Telephone: Central 5257.
North Eastern and Yorkshire Districts—J. B. Swinden, 12 East Parade, Leeds. Telephone: Leeds 24861.
East Midlands, West Midlands and South Wales Districts—J. E. N. Davis, York House, Great Charles Street, Birmingham. Telephone: Central 1836.
South-Eastern, Southern and South-Western Districts—F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 3880.
Scottish—J. M. Mortimer, 135 Wellington Street, Glasgow. Telephone: Douglas 404.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: December, 43; January, 42; February, 41; March, 40; April, 39; May, 37. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	MAR.	APL.	MAY
Food	20	18	16
Rent	56	56	56
Clothing	85	85	85
Fuel and light ..	75	75	70
Other Items ..	75	75	75

SALARIES AND SERVICE CONDITIONS

Salary Deductions

The following changes have been notified since the last issue of LOCAL GOVERNMENT SERVICE:—

Deductions Terminated.—County Councils of Cardigan, Dorset, East Riding and Essex; County Boroughs of Burton-on-Trent, Northampton and Stoke-on-Trent; Boroughs of Batley, Keighley, Todmorden and Wednesbury; Urban District Councils of Felling, Heckmondwike, Hexham, Malton, Meltham, Selby, Slaithwaite and Spenborough; Rural District Councils of Durham, Haltwhistle and Stockton; County Council (Scotland) of Midlothian; Burghs of Aberdeen, Cowdenbeath, Helensburgh, Kilmarnock, Maybole, Montrose, Paisley, Rothes and St. Andrews.

Deductions Continued.—Urban District Council of Hebden Bridge.

Deductions Modified.—County Council of Leicestershire and the County Borough of Bradford; County Councils (Scotland) of Fifeshire, Inverness, Lanarkshire, Morayshire, Peebleshire, West Lothian.

Salaries

Bradford City Council have agreed to restore the temporary salary deductions made in 1931 in part only. The restoration affects roughly one-third of the members of the graded staff. Negotiations are taking place with the Corporation on the matter. Dissatisfaction has resulted from the attitude adopted by the Corporation.

An interview with the Education Minor Sub-Committee at Darlington took place on May 11 with regard to the salaries of female clerks at the Technical College, Grammar School, etc., and to the appointment of temporary female clerks in the Education Department. Misunderstandings were cleared away, and in one instance the committee decided to recommend that the temporary appointment should be made permanent.

Batley Town Council have agreed to the formation of a Local Joint (Whitley) Committee.

Walsall Establishment Committee

Walsall Town Council has been recommended to appoint an Establishment Committee as suggested in the Hadow Report, consisting of seven members. The suggested powers and duties of that committee are summarised in nine paragraphs. The duties include (*a*) to consider so far as they affect officers the awards of National and/or Provincial Whitley Councils and similar bodies, and (*b*) generally to supervise and review the questions relating to the salaries and conditions of employment of officers. It would be a distinct advantage to Walsall and to the West Midlands if a West Midlands Provincial Whitley Council were to be set up in the near future.

CAYTON BAY CENTRE

An Excellent Venue for a Staff Outing

During the conference at Scarborough a number of delegates stayed at the Association's Holiday Centre at Cayton Bay, two or three miles on the outskirts of the town, while many more seized the opportunity to visit the centre. All were enthused with its charming situation and the facilities afforded for the enjoyment of a real, care-free holiday. Readers will learn with interest that several branches have already arranged to hold their staff outings at the Cayton Bay Centre. For this purpose the centre is ideal and all members are assured of a warm welcome. Arrangements can be made to cater for large parties, and the prices of meals are extremely reasonable. For lunch the price is 2s. and for tea 1s. 6d. Bookings for the immediate future are June 5, 7, 9, 21, and 29. An excellent opportunity is afforded to branches to enjoy a novel outing at their own property, and all who wish to take advantage of this should write as early as possible to the Manager, N.A.L.G.O. Holiday Centre, Cayton Bay, near Scarborough.

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

EFFICIENCY OF THE SERVICE

KEYNOTE OF A GREAT CONFERENCE

IF there ever was any doubt that the urge for greater efficiency in the local government administration has come very largely, if not mainly, from within the service itself, that doubt was surely very effectively dispelled at the Annual Conference at Scarborough. The raising of the standard of efficiency and of the education of the local government officer was, in fact, the keynote of the deliberations at what will certainly be accounted an historic assembly. Of what may be described as the mundane matters concerned with service conditions comparatively little was heard, and in that respect the 1,100 delegates came as near as it is possible to get to a strictly practical application of the Biblical injunction that man cannot live by bread alone. Such questions as salaries, tenure of office, superannuation, and the other matters which arise within that comprehensive term of service conditions cannot, of course, be forgotten. They are in safe keeping. But it was with the higher ideals of the service that this Conference was chiefly concerned, and it is for that reason that it will be best remembered.

The President's Lead

In this direction an admirable lead was afforded by Mr. Cecil G. Brown in his presidential address. He was on solid ground when he urged that, when considering the recommendations of the Hadow Committee, they must, of course, see that the interests of existing officers are adequately safeguarded, but that, on the other hand, they must not show themselves obstructive to changes designed to strengthen the calibre and improve the qualifications of entrants to the service. Mr. Brown's declaration that the best safeguard for the local government officer is the general efficiency of the service is one that will receive widespread commendation throughout the administration. The point cannot be too strongly stressed. If efficiency is maintained and increased, as Mr. Brown emphasises, officers have nothing to fear. "We must," he adds, "warmly support all well-considered proposals which have as their object good and capable local government. Adequate pay and pensions are excellent things, but we have to take a wider view." Taking the discussion on the Hadow Report, as a whole, none could but be impressed by the fact that this wider view, for which the retiring president had so eloquently appealed, prevailed throughout the deliberations.

Call to the Universities

It was particularly manifest, for instance, in the discussion on the resolution submitted by the Wakefield and District Branch, and sponsored in an extremely able speech by Mr. Warwick, calling upon the universities to open their doors wider to officers now in the service. The opinion of Conference is that the universities generally do not afford facilities for a degree in the subject of public administration. Again, it is felt that the existing degrees do not provide suitable courses of study in the subjects of public administration. It was, indeed, a significant illustration of the fact that the ideals of efficiency and education were uppermost in the minds of delegates that Conference, without a dissentient voice, demanded the institution of a degree in public administration open to external candidates, thus enabling existing and prospective local government officers to qualify on the same standard as prospective university entrants to the service. There was no mistaking the emphatic endorsement of the policy of the National Executive Council in seeking closer and more practical co-operation between the service and the universities. How far this policy has progressed is evident from the proposals of representative university teachers and of public administrators with regard to the teaching of public administration in the universities which we give elsewhere in this issue.

Public Administration Degree

Of the reasonableness of the Conference's demand there can be no question. Apart altogether from the wider issues in relation to the efficiency of the service, there are two points which may be noted. None would dare to deny that the administrative service of the country is of such vital importance as to warrant a degree which would meet with universal acceptance. Already there is a degree for commerce, for instance, and, without entering into any invidious distinction, it seems rather odd that a service which Mr. Isaac Foot, M.P., aptly described as very largely the steel frame of the administration of the country, should not be accorded at least similar facilities. Again, the university authorities are naturally seeking for suitable openings in the local government administration for graduates leaving the universities every year, and one delegate scored a good point when he suggested that the universities should give a *quid pro quo* in the form of facilities for external candidates in the service, leading to a degree examination.

Recruitment of Graduates

If this were done, it may be said that much of the controversy which manifested itself at the Conference on the Hadow Committee's proposal with regard to the admission of university graduates would be removed. It was this proposal which provoked the keenest discussion at the Conference. As will be seen from our report of the Conference, the paragraph in the report of the National Executive Council dealing with this matter was referred back. In a sense the opposition was misplaced, for the views expressed coincided very largely with those of the National Executive Council. Mr. Willett, chairman of the National Executive Council, made the position crystal clear. The decisions of Conference on the various amendments were obviously in agreement with the view he expressed on behalf of the Council, namely, that it would be an extremely retrograde step to oppose the Hadow Committee's proposal. Again, they agreed that strenuous opposition should be offered to any attempt to set up a special class of officer. The Hadow Committee, it will be remembered, were averse to any idea that university graduates should be placed on a privileged grade. Preferential treatment would not be accorded to graduates, according to the Departmental Committee's recommendation; nor would a proportion of higher posts be reserved for them. The university graduate, the N.E.C. emphasised, must take his place in the grading and salary scales at the point appropriate to his age at entry.

Removing Doubts

There was, as we have already indicated, no conflict between these views and those of the majority of the delegates. It was inevitable, of course, that doubts should arise as to the practical application of the Hadow Committee's recommendation. Mr. Willett, speaking again for the N.E.C., believes that the number of local authorities which will be able to recruit university graduates on the lines suggested by the Hadow Committee is very limited indeed. It may be that the problem will localise itself, and, as he says, when it becomes localised it should be a comparatively easy matter to eliminate many of the doubts which this recommendation has created in the minds of members. In short, there is no opposition to the admission to the service of university graduates as such. There

(*Continued on page 530, column 3*)

STANDING CONFERENCE OF JOINT COUNCILS

WHITLEYISM THE BEST WAY TO IMPLEMENT THE HADOW COMMITTEE'S RECOMMENDATIONS

THE Standing Conference of Joint Councils for Local Authorities' Administrative, Technical, and Clerical Services, have issued their observations on the Hadow Report. With several of the recommendations they express agreement. Many of the recommendations of the committee, particularly those relating to recruitment and to an educational standard being required of entrants, to the desirability of every local authority adopting a scheme of grading and salary scales, and to the need for uniformity of practice in these matters, were the subject of recommendations made by the several provincial councils some years ago. These recommendations have been adopted and applied by a large number of the local authorities in the areas covered by the councils. The Conference is pleased to note this recognition of the principles adopted by the provincial councils.

Support for Provincial Councils

The Conference state that they would regard with great concern any proposals which would interfere with the work of the existing provincial councils. The councils have been in operation for a considerable period, and it is urged that no action be taken which is likely to prejudice their position. The Conference considers that the fullest possible support should be given to the councils. On the general question of the Report, the opinion is expressed that, in any action taken to implement the recommendations of the committee, provision should be made to protect the prospects and interests of existing officers.

As regards the recommendation that all newcomers to the service should be appointed on a term of probation, should be thoroughly tested, and should be appointed to the established staff only if reports are satisfactory, the Conference agree, subject to the reservation that this recommendation shall apply only to junior entrants. It is agreed that a minimum educational standard should be required of entrants to the service of a local authority and that the standard should be the school certificate examination or some other examination recognised for the purpose, but the conference is of opinion that, in order not to exclude from the service the boy or girl who has not been able to attend a secondary school, provision should be made whereby boys or girls who have not attained the age of sixteen years shall be placed in a temporary grade with a view to their qualifying for permanent appointments by obtaining a prescribed minimum educational standard for entry. A recruit to the general grade who is over the age of sixteen years at the time of entry should be placed on the scale or grade at the point appropriate to his or her age.

Examinations Machinery

The Hadow Committee recommended that junior clerical officers should preferably be recruited by open competitive examination, neighbouring local authorities combining for the purpose. The Conference agree, with the reservation that in the event of it being found necessary for local authorities to combine for the purpose of arranging examinations, the machinery already existing in the Provincial Joint Councils should be utilised and the setting up of additional joint machinery avoided.

The Conference submit the following reservations to their agreement with the recommendation concerning the recruitment of university graduates :—

(*a*) that a university graduate should, on recruitment, be placed on the grade or scale at the point appropriate to his or her age;

(*b*) that due regard is given to the opinions expressed in paragraphs 83 and 84 of the Committee's Report to the effect that graduates should not be placed on a privileged grade or given preferential treatment;

(*c*) that local authorities should provide facilities for entrants to the service at sixteen or eighteen years of age to obtain a university degree or diploma.

No comment is made on the Departmental Committee's recommendation that no premium should be required from pupils articled to officers; and that the selection of pupils by officers should be subject to the authority's approval. Again, no comment is made on the recommendation relating to the qualifications of clerks to local authorities. The Conference is of opinion that the recommendation as to the training in administration of junior officers should be made applicable to all departments. The Conference do not comment on the recommendation that large authorities might consider the appointment of responsible administrative assistants to the principal officers.

The recommendations with regard to grades and salary scales and variety of experience are endorsed. The Conference agrees that officers should be encouraged to make themselves efficient for the performance of their duties, but considers that the examination bar suggested is unnecessary, and disagrees with the recommendations made by the Hadow Committee with reference to the examination bar and the nature of examinations.

Technical Qualifications

As regards the recommendation that principal officers should keep records of the progress of all officers in their department, and these records should be referred to the appropriate committee if the officer is either unusually promising, or not up to standard, no comment is made. On the subject of technical qualifications, the Hadow Committee recommended that an investigation should be carried out by a central body, representative of local authorities. The Conference is of opinion the investigation referred to could best be made by a National Whitley Council.

The Conference agrees with the recommendation relating to establishment committees on the assumption that it is not intended to interfere with local joint committees which have been established by many local authorities to consider questions such as those to which reference is made. It is suggested that it would be of advantage to the service if local joint committees were set up by all authorities and that this proposal should be added to the recommendation.

The Conference agrees as to the need for a standing body charged with the supervision of all questions affecting officers, but does not agree that a committee formed on the basis of the Hadow Committee's recommendation can be regarded as a satisfactory solution. The Conference is definitely of the opinion that the only course offering a permanent settlement, satisfactory to both the authorities and the staffs, is the establishment of a National Whitley Council in conjunction with a system of provincial councils, and urges that steps to this end should be taken without delay.

The retirement of Mr. L. L. Robinson, M.I.E.E., M.I.C.E., M.I.M.E., who has been Borough Electrical Engineer of Hackney since 1901, deprives the Hackney Branch of one of its keenest vice-presidents.

" This Promised Land," the second novel by " Marvin Sutton," is in all respects equal to his first, " Children of Ruth " (Cranley and Day, 7s. 6d. each). Such a quality is nothing small, especially so for a sequel. It is in fact a high achievement over difficulties which the author has set himself by intention.

EFFICIENCY OF THE SERVICE

(*Continued from page 529*)

never could be, of course. But a development such as that foreshadowed by the Departmental Committee must necessarily be accompanied both by safeguards for existing officers and by facilities for present members of the service to secure the advantages offered by university education. In other words, officers must have the opportunities to meet graduates on their own ground.

In every respect it was an excellent Conference. Clearly, there is ample oratorical talent among the rank and file of the membership. Many of the speeches were of a very high order. The experiment of placing on the agenda paper a special subject for discussion is one that should certainly be followed at future conferences. Occasions such as annual conferences have often a habit of degenerating into exhibitions of polemics, for the sheer delight of engaging in controversy. That could certainly not be said of the Scarborough Conference. It was a right-down, hard-working assembly, thoroughly practical, concentrating on first-class issues, both in domestic problems and in questions affecting the wider interests of the service. That strong sense of independence which is never absent from a N.A.L.G.O. conference was particularly pronounced in the discussion on the proposed amendments to the rules of the Benevolent and Orphan Fund. That discussion, at any rate, served two useful purposes. It demonstrated the spirit of the membership, and it should result in arousing a keener and wider interest in the benevolent work of the Association. A word of commendation is due to the local Conference Committee for the admirable arrangements made for the comfort and convenience of delegates, and the Association is deeply grateful to the Mayor and Mayoress and the Corporation of Scarborough for the magnificent part they played in helping to make this Conference such a conspicuous success.

WORLD OF TO-DAY

THE ATLAS OF CURRENT AFFAIRS. THE WORLD OF TO-DAY, by J. F. Horrabin (Victor Gollancz, 3s. 6d.).

To all of us who try to read our newspapers intelligently a book like Mr. Horrabin's is invaluable. Its purpose is to be a short and simple guide of key facts and key places in the world of to-day. In all there are seventy-four maps, each of them designed to illustrate a particular point, and the value of the maps is enhanced enormously by succinct and lucid comments on the pages opposite to them. The scope of this admirable book may be judged by some of the points which the maps illustrate. They range from the Saar and Lorraine, the Polish Corridor, and conflicting interests in the Mediterranean, to oil and railways in Persia, the new Russia, the Soviet areas in China, and the Bolivia-Paraguay War. Mr. Horrabin's book is rather like a " potted " version of Mr. Vernon Bartlett's broadcast talks on international affairs, but it is even clearer than Mr. Vernon Bartlett's talks owing to the excellent maps by which it is illustrated. Mr. Horrabin is already well-known to thousands of students by the maps and plans which he drew for Mr. H. G. Wells's " Outline of History."—*C. K. W.*

LOGOMIA ANNUAL MEETING

MR. SAM LORD'S SURVEY OF THE YEAR'S WORK : CONTINUED PROGRESS IN EVERY DEPARTMENT : EXCEPTIONAL ADVANTAGES OF NALGO POLICIES

THE forty-third annual general meeting of the members of the National and Local Government Officers' Mutual Insurance Association, Ltd. (Logomia) was held at the Town Hall, Scarborough, on Tuesday, May 22, under the chairmanship of Mr. S. Lord, borough treasurer of Acton, and ex-president of N.A.L.G.O. There was a large attendance of members.

The annual report of the Board of Management showed that the net premium income for the year 1933 amounted to £37,237 8s. 9d., an increase of £8,590 4s. 7d. over the 1932 figure. The paid-up share capital at December 31, 1933, amounted to £52,699 10s. 0d., whilst at the same date the total funds amounted to £190,038 14s. 6d., an increase of £24,374 1s. 0d. over the total at December 31, 1932.

Income Tax Assessment

Consideration has been given to the important changes in the law relating to the liability to income tax of all societies registered under the Industrial and Provident Societies Acts made by the Finance Act, 1933. The Association has been advised by counsel that, inasmuch as it was one of the terms of the amalgamation of the Life Funds of Logomia and the Nalgo Provident Society that the whole of the certified profits made on life assurance business be distributed amongst the life and endowment policy holders, such profits should be excluded from the computation of the profits of the life business for the purpose of the assessment of the Association to income tax. Counsel has further advised that the rules should be altered so as to embody in the constitution of the Association the arrangement that the whole of the certified profits made on life assurance business is to be distributed to the life and endowment policy holders. Accordingly, a notice of motion to amend the rules was given in the agenda of the annual general meeting.

The premium income of the Fidelity and General department for the year ended December 31, 1933, was £7,709 17s. 4d., an increase of £1,050 9s. 5d. over the premium income for the previous year. This increase is very satisfactory, particularly having regard to the fact that, during the past year, the Association ceased to issue Fidelity Guarantee Policies on behalf of collectors of taxes. The claims notified and paid during 1933 amounted to £1,674 6s. 8d. as compared with £1,641 9s. 5d. in 1932, whilst the amount required to be reserved for unexpired risks at December 31, 1933, was £2,586 13s. 9d.

Fidelity Insurance

During the past year the Fidelity and General department, at the request of the Nalgo Building Society, has issued to members of the latter society, who want advances on mortgage of house property up to 100 per cent. of the value of the property, indemnities guaranteeing repayment of the difference between 90 per cent. and 100 per cent. of the value of the property. A single premium is charged for the indemnity at a rate very much below that charged by other insurance offices. Although this scheme did not come into operation until March 17, 1933, by December 31, 1933, 206 indemnities had been issued.

Fidelity guarantee insurance of local government officers, the Board of Management observed, has changed considerably since the establishment of the Association in 1891, when almost invariably the guarantee bonds which officers were required to furnish had to be provided by them at their own expense. To-day, approximately 75 per cent. of the Association's fidelity guarantee business takes the form of contracts with local authorities who bear the cost of the insurance. Increased fidelity business with local authorities has been obtained during the past year.

The number of new life policies issued by the Association during 1933 was 948 for sums assured amounting to £234,650, the average sum assured by each policy being £247. The increase in the number of policies issued during 1933 as compared with those issued during 1932 was 150. The average sum assured by each policy in force at December 31, 1933, was £211.

Mr. S. LORD,
Borough Treasurer of Acton, Chairman of the Board of Management of Logomia.

Policy Transfers

At December 31, 1933, there were 2,784 persons holding life policies with the Association, whereas it is estimated that, after taking into account the number of older officers who, in all probability, have policies with other life offices and officers who are uninsurable for health reasons, there must be at least 30,000 members of N.A.L.G.O. eligible to take advantage of the facilities offered by the Association; and a very large proportion of these members may have no life cover at all. It is reasonable to assume, the Board of Management stated, that in 1932 and during the early part of 1933, with salary cuts in operation and the economic uncertainty which prevailed generally throughout the country, local government officers, in common with other citizens, were careful not to burden themselves with commitments which might prove too much for them, and the monthly returns of life proposals received by the Association during that period support this assumption. Towards the end of 1933 the number of life proposals received increased considerably as compared with those received in the earlier part of the year.

The following table shows the new business obtained during 1933 and also the total policies in force at December 31, 1933 :—

New business, 1933

Policies issued.	Sum Assured.	Annual Premium Income.
	£	£
948	234,650	8,703

Total life policies at December 31, 1933

Policies in force.	Sum Assured.	Annual Premium Income.
	£	£
3,252	686,731	27,127

Although 948 policies are shown as having been issued during 1933, actually 1,048 proposals for life assurances were received. Of the latter number, 30, or 2.8 per cent., had to be declined; 15, or 1.4 per cent. had to be deferred; 42 proposers did not take up the assurance for which they had applied, whilst 13 proposals were awaiting further information before they could be proceeded with. The number of proposers who were required to submit themselves for medical examination was 186, or 17.7 per cent. A medical examination is only required in cases where the proposer is over 50 years of age; or the assurance is for over £1,000; or the assurance is for a family income policy; or the health of the proposer or his family history appears to be unsatisfactory.

The following statement shows the number of policies issued under the different classes of assurance transacted by the Association :—

	No.
Table A—Whole Life (with profits) ..	15
„ B—Whole Life—limited payment (with profits)	16
„ C—Endowment (with profits) ..	664
„ D—Simple Endowment	55
„ E—Whole Life (without profits) ..	5
„ F—Whole Life—limited payment (without profits)	4
„ G—Endowment (without profits) ..	15
„ H—" Family Income "	34
„ J—" Hedge Your Mortgage " ..	140
	948

At the time of issue of the report the Board of Management had under consideration the question of offering to Life and Endowment policy-holders the option of transferring from one form of policy to another. The Board of Management is desirous of giving to persons who wish to change their policy within *five* years of the date when the policy is taken out an option of making a change on more advantageous terms. It is felt that many of the younger officers may be encouraged to obtain some form of endowment assurance if they know that an option to change to another form of policy can be exercised by them in the event of their finding that the policy originally obtained does not meet with their particular requirements. To meet cases of this kind it is proposed to allow a policy-holder to surrender his policy in either the first, second, third, fourth or fifth year from the date of commencement, with the object of taking out a new policy of another kind, and to charge him only with the premium which he would actually have paid for a short term life policy in respect of the period during which the first policy was in force, allowing any balance of premium paid by him in respect of the policy to be surrendered to be credited to him towards the payment of the premium of the new policy. In the scheme which is being prepared to provide such an option the following conditions will have to be complied with, *viz.* :—

(1) The new policy must be taken out for an amount which will involve payment of a premium of not less than the premium payable in respect of the old policy.

(2) The rate of premium for the new policy must be at the rate applicable to the age at the date the new policy is taken out.

(3) If required by the Board of Management the life assured must submit to a medical examination before the second policy is issued.

(*Continued on page 532*)

LOGOMIA ANNUAL MEETING

(*Continued from page 531*)

During the past year the new business obtained by the Fire department was practically double that in the previous year. The number of policies issued during 1933 was 1,593, and the sums insured amounted to £933,288, as compared with 1,139 policies issued in 1932 for £572,858. The total insurances in force at December 31, 1933, were: policies, 3,568; buildings, £1,261,318; contents, £730,577; annual premium income, £2,392.

The sum paid in respect of claims for the year 1933 was £269 8s. 10d. (Fire £164 9s. 5d., Miscellaneous £104 19s. 5d.,) as compared with £85 15s. 4d. (Fire, £40 1s. 4d., Employer's Liability 13s. 6d., Miscellaneous £45 0s. 6d.) in 1932. During the past year the percentage of claims to the number of policies in force was 2.1.

The Board of Management desired to place on record its great appreciation of the valuable services rendered to the Association in the past year by the local correspondents, to whose efforts the rapid growth of the Association during the past two or three years is largely due.

Chairman's Speech

The chairman, in moving the adoption of the report, referred to the death of the late chairman, Mr. J. J. Simpson. Mr. Simpson, as they knew, was a distinguished poor law officer, who spent most of his leisure time in the service of his brother officers. His work was very deeply appreciated by the poor law section of the Local Government Service, and he had served for thirty-nine years on the Board of Management of the Association.

As a tribute to the memory of Mr. Simpson the members stood in silence for a few moments.

Mr. Lord, proceeding, said that the Board had elected him chairman of the Association. This was another office which had not been of his seeking. But, having been elected, he promised them he would do his utmost, not only for the policyholders, but also for the shareholders.

Dealing with the business during the past year, Mr. Lord said that they had had another year of very exceptional progress in all branches of the work. The total net premium income was £37,237, an increase of £8,590 during the year. In 1930 the total premium income was £10,000. They had had an increase of £27,000 in four years. That was remarkable. The total funds were £190,038, an increase during the year of £24,374. The increase was made up mainly on the life assurance. The premium income on life assurance was £28,163, as against £21,798 in the previous year. The business done during the first four months of the current year had vastly exceeded the business during the first four months of last year. The total number of new policies issued in the first four months of 1934 was 472, representing a total amount assured of £113,311. The life assurance fund at the end of the year was £95,418. The total sum assured at the end of the year was £686,731.

Logomia Advantages

Mr. Lord referred to the advantages of being insured through Logomia. He referred to the fact that the shareholders had deposited at the high court the sum of £20,000, which was definitely hypothecated for the security of the policyholders. The whole of the profits accrued to the policyholders themselves. The profits of the life assurance funds were devoted to no other purpose in accordance with the undertaking given when the amalgamation with N.A.L.G.O. took place. Another definite advantage was up to the present the life assurance fund had not borne the full charges for administration expenses. When they set out on the business of life assurance the object was to give the maximum insurance for the lowest premium. They had to be sure that the amount included in the premium for administration expenses was the smallest possible figure. Their load in the actuarial tables for administration expenses was only 5 per cent., and 5 per cent. only had been charged to the life fund. The actual cost, however, worked out at 13½ per cent. That was mainly due to the enormous amount of new business during the year. They were likely to experience that situation during the next year or two, unless they got an established premium income which far outweighed the new business coming in every year.

As an illustration of the cost of new business, Mr. Lord said that on a life and endowment policy for twenty-five years, with profits, at the age of twenty-nine, the premium was £3 11s. 0d., and the load for administration expenses was 3s. 7d. But they had to pay, in commission and other expenses, £1 12s. 5d. for a new policy against that load of 3s. 7d. Members would wish to know where the difference came from, and this was one of the great advantages accruing at the moment to the policyholders of Logomia. It had been found to the extent of almost £1,600 by charging a big proportion of it to the general profit and loss account direct. To the extent of about £1,500 the policyholders of Logomia were distinctly benefiting. If they were dealing with a separate association only the whole of the administration expenses would go against the life fund. The Board was desirous of doing the utmost they could for the policyholders. The interests of the policyholders were the first concern of the Board. In regard to the question of the life assurance fund, in arriving at the total amount of administration expenses no charge was made against that fund in respect of directors' fees or income tax on directors' fees. These items were charged definitely against the profit and loss account.

Fidelity Insurance Improvement

MR. LORD proceeded to deal with the fidelity and general insurance business of the Association. This part of the business, he said, showed a distinct improvement during the year. They had definitely decided to discontinue the insurance of tax collectors. Their experience of this insurance had not been favourable. The business was not worth while, as shown by certain figures. Having regard to all circumstances, he thought that the members were to be congratulated on the position shown in connection with the fidelity insurance. He referred to the effect of the Finance Act, 1933, as regards income tax, and said he wished the members to appreciate what the effect of the Finance Act, 1933 was going to have on the bonus distribution.

When the amalgamation of the Provident Society and Logomia took place, there were nine members of the old board of Management and three were to be elected by the National Executive Council of N.A.L.G.O. That made altogether 12 members. By deaths or retirements, the Board could be reduced to nine members, namely six elected by the shareholders and three by the National Executive Council of N.A.L.G.O. With the deaths and retirements which had taken place recently, the Board were now in a position to implement this arrangement and were consequently submitting to that meeting an amendment of rules to reduce the Board of Management to nine members.

Mr. Lord expressed his appreciation of the work of his colleagues of the Board of Management. The work of an association such as theirs involved very careful consideration, and the Board had without doubt the interests of the members, and particularly the life assurance policy holders, at heart. He thanked the medical referees—Dr. Scrase, Dr. Barnes, and Dr. Thomas—for their work during the year. That work had been extremely valuable. Mr. Lord also paid tribute to the work of the local correspondents and to the staff at Headquarters. They had an excellent staff, from the general manager downwards—"as keen as mustard on the work of the Association." In conclusion, Mr. Lord made an appeal to members to undertake missionary work with a view to obtaining new business. N.A.L.G.O. members were selected lives, and they could obtain the largest benefit in the matter of insurance by being members of their own insurance association, which was in a sound, solid, and substantial financial position.

Mr. G. W. COSTER, vice chairman, seconded the adoption of the report. He paid tribute to the memory of the late Mr. Simpson. For 39 years Mr. Simpson had attended these annual meetings and had detailed the state of affairs in his own particular way. It was strange that during the last three years the Chairman and also the Vice-chairman of the Board had died. As men went out of office others came in. They were fortunate in having Mr. Lord as chairman. They knew him well in connection with his work for N.A.L.G.O., and they were glad to know that he would still be with them and that his interest in their affairs would be maintained. The report indicated an entirely satisfactory state of affairs.

The report was unanimously adopted.

Accounts and Balance Sheet

Mr. W. E. LLOYD, Hon. Treasurer, presented the accounts and balance sheet. The share capital, he said, was roughly £53,000. There was a reserve fund of some £33,000. Fidelity and general insurance fund reserve for unexpired risks was £2,586, and the employers' liability insurance fund, exclusive of the deposit with the High Court, was £500. Indicating the progress of the Association, he mentioned that the total funds had increased during the past decade from some £60,000 to £190,000, The Association, he concluded, was going from success to success.

A number of share holders commented in favourable terms upon the satisfactory report presented. A reference was made to the growth of administration expenses, but it was shown that, having regard to the new business obtained and to all the circumstances, the cost was relatively less than that in other companies. The Chairman intimated that the Board were going into the matter in detail.

The accounts and balance sheet were approved.

Amendments of Rules

The following amendments of rules were adopted :—

Rule 21 (as registered 1930). At the end of the Rule add as follows :—

"Provided that no part of the profits made in respect of Life Assurance business shall be distributed otherwise than to holders of the Association's Life (With Profits) Policies and Endowment (With Profits) Policies."

Rule 46 (as registered 1930). Line 3 strike out "twelve" and substitute "nine"; line 6 strike out "Four" and substitute "Three."

The effect of the amendments of Rules 21 and 46 is as follows, the deletions being in italics and the additions in black type :—

21. An allocation or distribution of profits may be made amongst the members in such manner as the members at a General Meeting, on the recommendation of the Board, may determine **Provided that no part of the profits made in respect of Life Assurance business shall be distributed otherwise than to holders of the Association's Life (With Profits) Policies and Endowment (With Profits) Policies.**

46. The Board of Management (in these Rules referred to as "the Board") shall consist of not more than *twelve* **nine** members, at least three of whom shall be elected by the National Executive Council of the National Association of Local Government Officers, and the remainder by the members at a General Meeting. *Four* **Three** Members of the Board shall retire annually by rotation, but shall be eligible for re-election.

The retiring members of the Board were Mr. W. Bateson, J.P., A.C.A., ex-Borough Treasurer, Blackpool; and Mr. W. T. Halkyard, ex-General Relieving Officer, Oldham. Being

(*Continued in col. 1, page 533*)

N.A.L.G.O. BUILDING SOCIETY

REPORT OF THE SECOND ANNUAL GENERAL MEETING : EXCELLENT FACILITIES FOR HOUSE-PURCHASERS : RAPID GROWTH OF THE MORTGAGE BUSINESS

THE second annual general meeting of the Nalgo Building Society was held at the Town Hall, Scarborough, on Tuesday, May 22. Mr. W. G. Auger, chairman of the Society, presided.

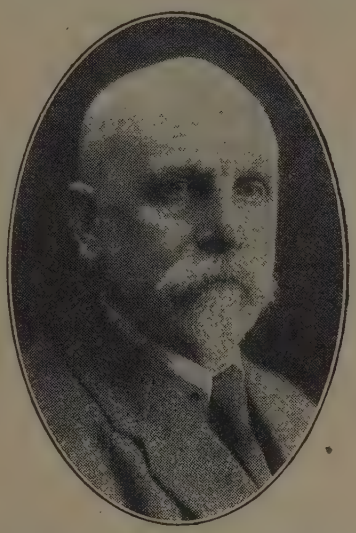
Mr. W. E. Lloyd, honorary treasurer, presented the financial statement and balance sheet. He said that the advances on mortgages during the past year amounted to £437,722. He described that as a remarkable figure, representing as it did the business done during the first complete year of the Society. This represented 719 mortgages, an average of about £600 each. It was a remarkable fact that the average continued at about that figure. Up to date the advances approved amounted to £817,000, and 1,350 advances had been approved up to the previous week. That amount of business had been secured in less than two years. He thought it was astonishing that anyone should have voted against the proposal to establish this wonderful institution at the Weston-super-Mare Conference two years ago. Logomia had been entitled to invest their surplus funds in the Building Society in consideration of the life fund having been transferred to Logomia. Referring to the difficulties which had been experienced during the year, he stated that at one period arrangements were made for a £50,000 overdraft, and the demand for advances was so great that the Committee had to drop the 100 per cent. advance scheme for a while. By the end of the year, however, £70,000 had been invested in War Loan, and since then a further £80,000 had been invested, and comparing the price ruling to-day with that which was paid for the stock there was a secret reserve to the Society of something like £2,000. The gross profit last year was £2,984 and the balance of unappropriated profit carried to next year was £1,852. He regarded the accounts as extremely satisfactory.

In reply to questions, Mr. Lloyd indicated that the Society was making a gross profit on turnover of something like 15s. per cent.

The accounts were approved.

The Annual Report

In their annual report, the Committee of Management recalled that in the report presented to the Annual Conference, 1933, they were only able to show the result of approximately four months' experience, and it was not possible, during that short time, to give any indication of the success of the Society, but now, after a full year's experience, they submitted a report which showed that the progress had been remarkable and the support received from both investors and borrowers was an indication of the confidence which members had in any scheme inaugurated by N.A.L.G.O. It was only to be expected that new problems would have to be faced in conducting a business which is balanced so delicately as regards finance. If it were possible to regulate share and deposit income in relation to the advances on mortgage, the administration of the Society would be comparatively easy. Notwithstanding the fact that during the past year the balance has been shown, first on one side and then on the other, it has given the Committee of Management much valuable experience, and they now feel confident to take the measure of this all-important factor. The small deficit of £514, which was practically the cost of starting the Society and shown in the financial statement twelve months ago, has been converted into a surplus of £1,852 at the end of 1933. That, the Committee observed, is sufficient evidence to warrant the members' approval of this comparatively new venture.



Mr. W. G. AUGER to whom tribute was paid for his chairmanship of the N.A.L.G.O. Building Society

It has also been possible further to strengthen the financial stability of the Society by investing £100,978 in easily convertible securities. During the past twelve months the Society has become firmly established and it is now in a very sound financial position.

At the first annual general meeting of the Society a suggestion was made that the Society should offer investment facilities to the relatives and friends of members of N.A.L.G.O. This suggestion was considered when there was a possibility of having to restrict the applications for advances because the demand was exceeding the investment income, and as already announced, deposits were accepted from persons other than N.A.L.G.O. members and their wives. Non-members have not been allowed to invest in shares bearing 4 per cent. interest, but only in the Deposit Fund with interest of 3½ per cent. The amount standing to the credit of these investors at the end of the year was £146,086 2s. 10d., including Logomia £43,000. The Committee of Management has also considered on a number of occasions the following questions referred to it at the last annual general meeting: (1) To extend the period of repayment of loans up to 25 or 30 years; (2) a reduction in the rate of interest on loans.

Repayment Term

It has been decided to take no action on these matters for the time being. As far as the extension of the term of repayment is concerned, the demand for applications has been so great that it was deemed inadvisable to stimulate a further demand which it would have been difficult to meet. In order to reduce the rate of interest charged on mortgages it would be necessary to make a corresponding reduction in the rate allowed on shares and deposits; these two questions are very closely allied. The rates of interest charged on mortgages are reasonable and compare satisfactorily with those of other building societies.

The Committee of Management has, however, given very careful consideration to improving the facilities offered to borrowers, especially those who are prevented, through lack of capital, from purchasing a house, and a scheme was evolved whereby advances could be made in excess of 90 per cent. of the value of the property. Advances up to 100 per cent. of the value are now being granted in approved cases. Each case is considered on its merits, and as far as possible endeavours are made to see that a member does not assume a greater financial responsibility than his income will allow him to discharge. In addition to this precaution, arrangements have been made with Logomia to undertake as a purely business risk the guarantee of the amount advanced in excess of 90 per cent. on payment of a single premium of £9 per cent. The effect of this scheme is that a member wishing to purchase a house valued at, say, £700 can be advanced the full value on his paying a single premium of £6 6s. to guarantee the Society against any loss in respect of the first 10 per cent. of the advance. Where the property is not required for the occupation of the borrower, the full 100 per cent. is advanced subject to 15 per cent. being guaranteed on payment of a single premium at the rate of £10 per cent. These facilities have been of great value to many members who had no possibility of purchasing a house on account of lack of capital, and it has also been appreciated by those about to marry who had not sufficient capital to provide a 10 per cent. deposit and to furnish their house in addition.

Advances During Construction

The Committee of Management also has provided a definite scheme to assist those members desirous of building a house. In making advances during the course of construction, it was not considered advisable to offer such advances until some months' experience had been gained, but the rapid strides which the Society made enabled the Committee to gratify this demand much earlier than they had expected. An important point in the scheme is that the member must be in a position to purchase the land out of his own resources and deposit the deeds with the Society before any advance is made. Arrangements are then made for the site to be valued, and from an inspection of the plans and specification of the member's house the Committee decides definitely the total amount to be advanced, provided the structure is finished to the satisfaction of the Society's surveyor. Normally, and on the certificate of the surveyor, interim advances are made as follows:—

(1) On completion of the roofing; (2) on completion of the carpenter's first fixing; (3) on completion of the carpenter's second fixing; (4) when the house is completed and the habitation certificate issued. A considerable number of members are taking advantage of these facilities, and those who have definite ideas on the layout and construction of a property are erecting very attractive residences.

Increasing Membership

The Society has experienced a big influx of members during the past year. At the end of 1932, 1,880 members had been enrolled, but this number was increased to 5,769 which included the wives of 536 members. The number of non-members of the Association who had invested in the Deposit Account was

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LOGOMIA ANNUAL MEETING

(*Continued from page* 532)

eligible, they offered themselves for re-election. Mr. Shee (Kent) was also nominated. The voting resulted as follows: Mr. Shee, 21,449; Mr. Halkyard 8,263; Mr. Bateson, 6,678.

Mr. Shee and Mr. Halkyard were declared elected.

Mr. Ramsay moved a hearty vote of thanks to the Chairman, and this was cordially adopted.

Mr. LORD, in reply, said he regretted they would no longer have the services of Mr. Bateson on the Board of Management, and he thanked him for the work he had done for the Association.

Mr. BATESON replied, and the proceedings terminated.

N.A.L.G.O. BUILDING SOCIETY

(*Continued from page 533*)

314. The following are the six branches which had recorded the largest number of members at the end of the year :—

Branches	Members enrolled
Manchester	160
P.L.A.	142
West Ham	138
Leeds	137
Sheffield	82
Sunderland	76

A member raised the question of extension of the period of repayment of loans from 20 to 25 years. MR. LLOYD said that the question would probably be considered by the Committee of Management very soon.

In reply to a further question, the chairman said that there had been a large number of transfers from other building societies to the Nalgo Building Society. He emphasised, however, that they had to consider carefully the question of safeguarding the interests of shareholders by close investigation into the question of title to property.

The report of the Committee of Management was adopted, and a cordial vote of thanks was extended to the Committee for their work during the past year.

Management Committee

The meeting next proceeded to the election of the Committee of Management for the ensuing year. Rule 70 provides that eight members of the Committee of Management shall, during the first five years after registration of the Society's rules, be nominated by the National Executive Council of N.A.L.G.O. The members were: Messrs. Armitage, Baker, Day, Freeman, Griffiths, Lloyd, Ogden and Willett.

MR. ARMITAGE moved that the best thanks of the Society be extended to Mr. Auger for acting as chairman of the Management Committee. This, he said, would be the last time that Mr. Auger would be present in his capacity as chairman because he was retiring from the service. Not only had Mr. Auger rendered very great service to the Building Society, but he had also taken a prominent part in the general direction of the affairs of N.A.L.G.O.

The vote was agreed to amid applause.

MR. AUGER, in reply, thanked the meeting for the manner in which they had received Mr. Armitage's observations. To him, the work of the Nalgo Building Society had been a great pleasure. It had been a side of the work of the Association in which he had taken a special interest. Many years ago he happened to be one of the founders of a co-partnership society and was subsequently its chairman for twenty-five years. That society found the difference between the price of the house and the amount the building society were prepared to advance by granting a second mortgage. The Society had inspired him with the sense of pride of possession. What the Finchley Co-Partnership Society had done for him years ago, the Nalgo Building Society was doing for its members to-day. He would always remember that he had been their first chairman, and would look back with pleasure on his association with the Society. The Management Committee had been a very fine committee to deal with. He paid a tribute to the honorary treasurer, whose advice had always been most sound. To Mr. Lloyd they were very much indebted. He (Mr. Auger) also appreciated the work of the staff. The work of a building society had been new to them, but they had faced up to it admirably. He regretted his severance from N.A.L.G.O. It had been a great pleasure to him that on all hands he had received nothing but kindness, and he wished the Society every success in the future.

MR. GEE moved that a cordial vote of thanks be tendered to Mr. Lloyd, the honorary treasurer, for his work for the Building Society during the past year, and also to Mr. Freeman, the vice-chairman. In reply, MR. LLOYD said that the Building Society was the finest thing that N.A.L.G.O. had accomplished. There was no man or woman in the service who dared to say that N.A.L.G.O. was of no use to him or her. There was no one in the Association whom the Nalgo Building Society could not help.

The proceedings then terminated.

THE SCHOOLS AT WORK

There has recently been published by the National Union of Teachers, under the heading of "The Schools at Work," a volume presenting a pictorial survey of the work which is actually being done in schools of all types and grades. It is believed that this is the first pictorial record of education which has been undertaken in this or any other country. There is a foreword by Viscount Halifax, and short articles by Sir Henry Richards, the Rt. Hon. H. A. L. Fisher, Dr. Cyril Norwood, Rt. Hon. Lord Eustace Percy, and Sir Frederick Menzies. Then follows a representative pictorial display of every phase of school life to-day in contrast with what it was like fifty years ago, when all the children were grouped together in one room, and some six teachers, under the vigilant eye of that old-time tyrannical person, the headmaster, did their best—or worst—to drill the elements of the "three r's" into the heads of their unwilling and unhappy pupils. What a blessed relief it is to turn one's eye from the pictures which give rise to these thoughts to the portrayal of to-day's nursery, infant, junior and senior elementary schools, with their bright, airy rooms, happy and clean children and teachers who are humane and understanding. To the producer—congratulations upon a magnificent volume! To the National Union of Teachers—many thanks for supplying a long-felt need. To you—obtain a copy and see that it is put to good use.—*D. J. P.*

HELPING THE B. AND O. FUND

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—Wimbledon Branch of N.A.L.G.O. has a very pleasant method of helping the B. and O. Fund, and it may well be that other branches could "follow suit" to the advantage of the Fund.

The idea is for various members who own cars and such of their friends as they can persuade to join in with their cars, to run an outing to some beauty spot. A small committee decides the place to be visited and makes arrangements for tea; the date is fixed either for a Saturday afternoon or an evening early in June, to avoid the holiday period.

The members bringing cars offer to take one, two or three passengers as the case may be, and, as the cars are of various sizes, the passengers ballot for places. Each passenger contributes to the Society—and not, of course, to the driver or owner of the car—a fixed sum, say 2s. 6d., and the total amount is handed over to the Branch Fund. Members, of course, pay for their own tea.

A more pleasant method of helping the fund can hardly be imagined. Chiefs and members of the staff get together in a most congenial manner, enjoy the trip and the beauties of the place visited, and have the satisfaction of knowing that whilst having a real good time themselves, they are at the same time helping a worthy cause.

Any further particulars will be gladly given by

Yours, etc.

ROBT. T. AVIS.

Wimbledon Branch, B. and O. Secretary.
Town Hall, Wimbledon, S.W.19.

BRIDGE FORUM

By NEVILLE HOBSON

British Bridge League Congress

NO more significant indication of the growth of Contract Bridge could be afforded than the Bridge Congress at Eastbourne in April last, which celebrated the third birthday of the British Bridge League.

All records were broken in respect of the number of entries for the various contests, and players came from all parts of the British Isles, play taking place from the Friday afternoon to the Monday night (April 20th to 23rd).

The most important event was the final for the Gold Cup, which was played in six sessions during the week-end, and it is a great tribute to the efficient organisation to be able to record that the detailed results were announced within ten minutes of the conclusion of play.

In the National Pairs Championship, which was played on Friday afternoon, 108 competitors who had qualified in the various heats in different parts of the country played off to decide who would meet in the Sixteen Pair Final.

An Open Fours event was also played, in which forty teams, of four players each, participated; and in the independent Pairs Contest there were over 300 entries.

On the Saturday morning and on Monday talks were given on various aspects of the game by Mr. A. E. Manning-Foster, Mr. Frank England, Col. Buller, Major Barton, and others, and there is no doubt that the entire Congress was a great success.

This first Congress raised two interesting questions, to which brief reference should be made.

Licensing Laws

A few weeks previous to the Eastbourne meetings, provisional arrangements had been made for a Bridge Congress to take place at Harrogate, and a considerable amount of newspaper correspondence has taken place throughout the country in consequence of the action of the police in such connection.

It may be of interest to observe that the Licensing (Consolidation) Act, 1910, prescribes that the holder of a Justices Licence shall not suffer any gaming to be carried on upon his premises; and it has been decided that card-playing for money or money's worth is illegal on licensed premises—even in the case of the licencee's private friends.

A writer in the *Bridge Magazine* suggests that this difficulty would be obviated by all the Bridge leagues and associations pooling their resources and hiring a yacht, which would be anchored outside the three-mile limit. Whilst this proposal has merit in it, there are a few "snags," among which might be included (*a*) the views of those who prefer a stable equilibrium when playing a difficult hand, (*b*) the Municipality of Harrogate would have difficulty in determining the most convenient situation for the ship.

Sunday Bridge

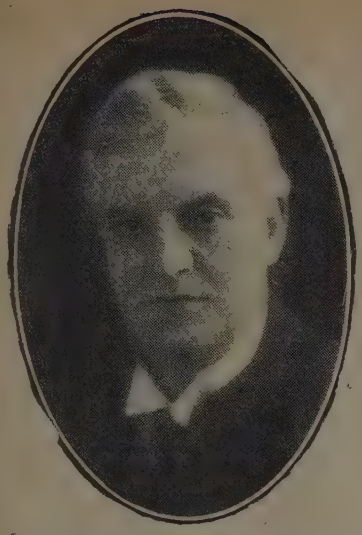
The question of playing Bridge on the Sunday was raised by various people in Eastbourne. The organisers purposely refrained from arranging any play for the Sunday morning so as not to interfere with competitors and their friends attending service then if they so desired.

The playing of cards on a Sunday invokes the controversial problem of Sunday observance, and Mr. Manning-Foster has recently stated that he has on several occasions played with "parsons, priests, and bishops" on Sunday evenings.

Space does not permit of my discussing the pros and cons of this question, but no summary of the Eastbourne Congress would be complete without some reference to it, as the representations which were made called for, and received, the consideration of the promoters, whose case has been well and courteously put by their president.

ANNUAL CONFERENCE REPORT

(CONTINUED FROM PAGE 521)



MR. W. W. ARMITAGE (Sheffield)
Re-elected Vice-Chairman of the National Executive Council

It was recalled that branches had been asked to commence a campaign among the members of local authorities covering the area of the respective branches. The District Committees are responsible for the co-ordination of efforts within the boundaries of their respective areas.

Whitley Propaganda

MR. EDWARDS (Cambridgeshire) asked for further information on the subject. They were perturbed, he said, at the slow progress that was being made in establishing Whitley Councils. So far as the Eastern District Committee was concerned, it seemed that not half an inch of ground had so far been covered. The National Executive Council urged them to undertake propaganda; then they squabbled about who should pay the expenses of the persons who would explain the subject of Whitleyism at meetings.

MR. ARMITAGE, for the National Executive Council, pointed out that the N.E.C. put no difficulty in the way when a speaker was required to attend a District Committee or Branch to explain the principles of Whitleyism. It was admitted that progress had been slow, but he emphasised that they would be badly advised if, in connection with so important a matter, they attempted to hurry. Whitleyism had not always been received with complete unanimity. Consequently, with a division of opinion in the minds of members, to make haste slowly was the best policy.

The paragraph in the report was approved.

The Conference next turned attention to the law and parliamentary work which was fully detailed in the annual report.

The report recalled that in consequence of questions that were raised as to the powers of the National Executive Council in dealing with investments and securities, the Law and Parliamentary Committee had been asked to report as to any amendment of the rules in relation to the property of the Association, or matters incidental thereto which it might deem desirable.

Association's Property

By Rule 64 the property and effects of the Association can only be dealt with *by or according to the order and direction of a Conference.* But Rule 66 provides that any moneys of the Association for the time being requiring investment may be invested in the names of the Trustees, etc., *as the Council may think fit, or in such manner as directed by a Conference.* By Rule 68 it is provided that subject to the rules all moneys, funds and securities belonging to the Association may be dealt with pursuant to resolution of the Council. The following is an extract from the judgment of Langdale, M. R., in *Jones v. Skinner,* 5 L.J. Ch. 90, "It is well known that 'property' is the most comprehensive of all terms which can be used, inasmuch as it is indicative and descriptive of every possible interest which the party can have." Rules 66 and 68 are, therefore, a contradiction of Rule 64, and it was recommended that Rules 64 and 66 be amended in order that they may be consistent with each other and with Rule 68. Accordingly, notice of motion was given by the National Executive Council to amend these rules.

The notice of motion amending the rules was moved by Mr. Harrold and was adopted.

EDUCATION AND EXAMINATIONS

The report dealing with matters affecting the Poor Law transferred officers was unanimously adopted, and the Conference proceeded to consider the report on Education and Examinations.

The report on Education and Examinations as amended was then adopted.

Attention was next devoted to the report on publications and recreations. Paragraph 109 of the report dealt with the progress which had been made at the Croyde Bay and Cayton Bay holiday centres.

In this connection an amendment to the paragraph was submitted by the Reigate Branch to the effect that in view of the popularity of the existing holiday centres the National Executive Council be asked to consider the establishment of a holiday centre on the south coast.

MR. SINGLETON (Chairman of the Publications and Recreations Committee) said he did not think the National Executive Council would raise any objection to considering the matter. But if they were going to have further holiday centres the National Executive Council should be entitled to have a free outlook on the matter and not be restricted to any particular part of the country. The report was approved.

This completed the consideration of matters at the afternoon session on Saturday, May 19, and the Conference then adjourned until Monday, May 21.

CONFERENCE PROCEEDINGS OF MONDAY, MAY 21, COMMENCE ON PAGE 536

"SOME TALK OF ALEXANDER . . ."

ALEXANDER THE GREAT, by Professor F. A. Wright (Routledge, 10s. 6d.).

One of the most interesting features of present-day literature is the tendency of the biography to rival the novel in popular estimation. Whereas two years ago the average biography could expect only a limited sale, many biographies within the last few years have achieved the position of "best sellers."

Professor Wright's masterly study of Alexander the Great certainly deserves a wide sale. The author has cleverly steered a middle course between the Scylla of rabid sensationalism and the Charybdis of pedantry. He has succeeded in conveying to the reader a most vivid picture, not only of the character of Alexander, but of the customs and civilisation of his age.

In the author's view, Alexander was greater than any of the historical figures, such as Julius Caesar, Charlemagne or Napoleon, who have occupied comparable positions to his in the history of European civilisation. He was the greatest because he was the most complete—free from the weaknesses which flesh is heir to. —*C. K. W.*

TO JUNIOR ENTRANTS

Having commenced your duties in the Local Government Service another important duty is to select an Approved Society for National Health Insurance purposes which will provide the best sickness and treatment benefits. Your colleagues will tell you, from personal experience, that the best Society is the one which caters for Local Government Officers only. The benefits provided are

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ANNUAL CONFERENCE *(Continued)*

DEBATE ON THE HADOW REPORT

A CENTURY'S EVOLUTION OF LOCAL GOVERNMENT: THE DEMAND FOR A NATIONAL MUNICIPAL SERVICE: THE FUTURE OF RECRUITMENT

WHEN Conference resumed on May 21, the first business considered was the report of the Departmental Committee on the qualifications, recruitment, training, and promotion of local government officers. The report provided the most important theme of discussion at the Conference. The National Executive Council submitted a motion in the following terms :—

(*a*) That this Annual Conference of the National Association of Local Government Officers desires to express its appreciation of the work of the Departmental Committee set up by the Minister of Health to inquire into and make recommendations on the qualifications, recruitment, training and promotion of local government officers, and welcomes the Report of that Committee (32-306) dated January 10, 1934, as a valuable contribution towards the building up of a local government service on a more scientific and national basis.

(*b*) That, having regard to the national importance of the work of local government and its intimate contact with the people of this country, this Conference

(*i*) Is of opinion that the time has arrived when the system of recruitment and standard of education of the local government officer should be regulated on a national basis.

(*ii*) Endorses the recommendations of the National Executive Council, contained in paragraph 104 of the Annual Report.

A GLIMPSE OF SCARBOROUGH'S LATEST BRIDGE

One Hundred Years' Progress

The subject was introduced on behalf of the National Executive Council by Mr. F. J. Willett, the Chairman. MR. WILLETT said :—

"I desire to move the motion which stands in the name of the National Executive Council in two parts, believing that Conference will unanimously pass (*a*) and (*b*)(*i*). Those legislators in Parliament who laid the foundation of our present system, when they enacted the Poor Law Act of 1834 and the Municipal Corporations Act of 1835, could not have dreamed or contemplated what a vast system they were laying on those foundations. Successive Parliaments during the past century (especially since the end of the Great War) have delegated more and more to local authorities the duties of carrying out such Acts and instructions, in regard to the more domestic functions of our social organisation, which those Parliaments in their wisdom felt could safely be left to the various localities to implement and develop.

"The service has just 'growed,' and very little guidance as to the staffing of local authorities has been forthcoming from Parliament. Each local authority has been left to make its own way as best it can, and when you think that local authorities spend approximately five hundred million pounds every year, one half of the amount spent by the central government or two and a half times the whole public expenditure of the country before the War, you will realise how immense and important is the task of local government to-day.

"From 1920 to 1933, 135 public Acts of Parliament were passed which contain provisions affecting local authorities or confer powers or rights or impose duties and obligations upon local authorities or their officers. In addition to these enactments, there have, since 1920, been issued over 1,700 statutory rules, orders and regulations; circulars; memoranda; orders in council; treasury minutes; schemes; instructions; and leaflets.

A Unique System

"Sir Ernest Simon, in an address at the meeting of the International Congress of Local Authorities in London in May, 1932, said that our system of local government was unique, and in spite of what he called the 'lunatic constitution,' was very good. It worked for two reasons—the first was its tradition and the second was the honesty, competence and ability of the body of men who were appointed as officials.

"In 1923 Parliament set up a Royal Commission on local government. The immensity and importance of its task was such that it sat for six years—1923 to 1929. Certainly its findings were of the greatest importance, but Royal Commissions are noted for the dignity of their proceedings and the restraint of their pronouncements. That Report contained far-reaching recommendations in regard to local government officers, and it stated that 'one conclusion we think emerges quite clearly from evidence given by witnesses approaching this subject (i.e., the recruitment and personnel of the local government service) from different angles; it is at least open to question whether the methods of recruitment are calculated to ensure that local authorities shall have at their disposal officers of the type needed to assist them in the discharge of the increasing responsibilities which Parliament is year by year laying upon them.'

"It took six years of close investigation by a Royal Commission to pronounce a truism of which your Association has been aware and to which it has been calling attention for twenty years. As the result of the Report of the Royal Commission, the then Minister of Health, Mr. Arthur Greenwood, set up a Departmental Committee on September 15, 1930, to inquire into and make recommendations on the qualifications, recruitment, training and promotion of local government officers. The witnesses appointed by your Council were the first to be heard, in support of a Memorandum which had previously been submitted on Feb. 2 and 3, 1931.

"The Report of that committee, which is popularly known as the 'Hadow' Committee in honour of its chairman, was concluded on January 10, 1934, and was issued to the public on the twenty-seventh of that month. The evidence of the report is the evidence of the growth of the local government service. Local government officers themselves have recognised more than any other section of the population that unity and cohesion as a national municipal service has been a long-felt want. The Royal Commission recognised it; the Departmental Committee has recognised it; N.A.L.G.O. recognised it many years ago when it instituted the educational side of the Association's work which has had such a striking success.

Safeguarding Existing Officers

"The 'Hadow' Report crystallises the many thoughts that have been floating through people's minds, particularly during the post-war years, and as such it is the most important document on local government that has yet been issued.

"The recommendations of this report, if operated wisely and well, will build up a local government service worthy of the tasks which it has to-day to perform and of those larger tasks which it will be called upon to perform in the future.

"I sincerely hope that this report will receive from the associations of local authorities that careful and close consideration which is due to it, and that they will be prepared to meet in conference with one another and with N.A.L.G.O. in order that the best can be derived from what the report proposes. Even if several of the recommendations do not meet with general approval, the report is none the less successful, because of the differences of opinion thus created and the greater thought which will be given to it.

"It will, of course, be impossible to put the recommendations into operation by any precipitate mandate. The change must be gradual, and in that change N.A.L.G.O. must and will see that no action is taken that will prejudice the prospects of existing officers.

"You will have read, I hope, very carefully, the lead given by the National Executive Council on what it thinks should be the policy of the Association in relation to the recommendation of that report. (A statement of your Council's opinions is contained at pages 96-99 of the report which is now before you.) I think it is essential to direct your attention for a moment to several problems that have confronted the Council.

"It will have been noticed that upon several of the recommendations N.A.L.G.O. desires not to express an opinion. These particular points, your Council feels, do not come within the province of N.A.L.G.O. They deal with matters which are more appropriate to the sectional and professional societies, and some of them go even further and should be dealt with by such bodies as the Law Society.

The Examination Bar

"The second of these points relates to the examination bar. Until we know what are the exact proposals, it is very difficult to lay down hard and fast rules, and this is one of the points which we shall have to watch very carefully in order to direct the thoughts of those who will make the decisions into the right channels.

"The third question relates to the recruitment of University graduates, and your Council

(*Continued on page* 538)

The man who thought backwards

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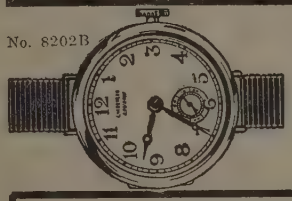

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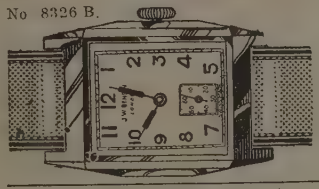

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ANNUAL CONFERENCE *(Continued)*

RECRUITMENT PROBLEMS

PROBATION, AGE OF ENTRY, AND THE QUALIFICATION TEST

feels that it would be an extremely retrograde step to oppose this suggestion. On the other hand, we shall strenuously oppose any attempt to set up a special class. The Hadow Report supports us in that view. It says it is neither necessary nor desirable that University graduates should be placed on a privileged grade and it stated 'we wish further to make it clear that we do not suggest any preferential treatment for graduates or that a proportion of higher posts shall be reserved for them.' Furthermore, the number of local authorities which will be able to recruit university graduates on the lines suggested by the Hadow Committee is very limited indeed. You will find that the problem will localize itself, and when it becomes localized it will be a comparatively easy matter to eliminate many of the doubts which this recommendation has created in the minds of a few of our members.

"The report paid the following great tribute to local government officers: 'The local government service maintains to-day a high standard. We have heard little serious criticism of officers and we have been favourably impressed by the evidence given on their behalf. The associations of officers have done a great deal to raise the standards of the service. They have consistently and, on the whole, successfully, laboured to secure the improved qualification of their members. We ourselves owe these associations our thanks for the assistance which they have given to us.' Let us live up to that tribute."

MR. WILLETT, in conclusion, moved the adoption of (*a*) and (*b*) (*i*) of the National Executive Council's motion, and this was agreed to unanimously without discussion.

The discussion centred upon that part of the motion which asked the Conference to endorse the recommendations of the National Executive Council contained in paragraphs 104 and 105 of the Annual Report. MR. WILLETT moved the adoption.

Probationary Service

It will be recalled that the Hadow Committee, among their recommendations, proposed that all newcomers to the service should be appointed on a term of probation, should be thoroughly tested, and should be appointed to the established staff only if reports are satisfactory. The National Executive Council agreed with this proposal.

Halifax and District Branch submitted an amendment to the National Executive Council's recommendation to the effect that probation should be limited to entrants to the service from school or university. A delegate of this branch said that they felt there were times when it was necessary to recruit to the service senior officers from the commercial side of life. If these men were to be put on probation for twelve months, and in the event of circumstances arising which rendered it necessary for them to relinquish their appointments, the effect would be likely to prejudice their chances of resuming an occupation in commercial life. The branch urged that such a bar should be removed.

MR. WILLETT did not see why the Conference should concern itself with limiting probation to new entrants to the service in the manner suggested. Surely if a man entered the service for the first time he must be placed in the same position as a person who entered from school or university. He urged the Conference to reject the Halifax amendment.

The amendment was defeated.

The Hadow Committee recommended that sixteen years should be the minimum age for entry to the service, and that a school certificate should be the minimum educational qualification. Vacancies should be open to girls as well as to boys. The National Executive Council agreed with this recommendation.

Plymouth Branch submitted an amendment as follows:—

"With regard to the entrance qualification this Conference agrees with the principle involved, but is of the opinion that the entrance examination should be a competitive one open to all comers."

Chesterfield Branch also had the following amendment on the paper:—

"That all authorities should adopt definite conditions of appointment for official staffs; that all junior entrants into the service should be recruited by open competitive examination from boys and girls between the ages of fourteen and sixteen years."

By agreement the Chesterfield amendment was withdrawn in favour of the Plymouth amendment.

MR. COLE (Plymouth), moving the Plymouth amendment, described that amendment as the most democratic proposal on the Agenda paper at that Conference. He pointed out that the school-leaving certificate is a qualification which can only be obtained by scholars of secondary schools.

Several delegates: "No, no."

MR. COLE: Or its equivalent.

An Open Examination

The object which Plymouth had in view, MR. COLE proceeded, was that the qualification examination should be open to everyone, whether they were from elementary or secondary schools, and until educational facilities were provided on a uniform basis in this country he suggested that was the proper course to adopt. Seventy-five per cent. of those in the hall who had reached the shady side of forty, he added, had received an elementary school education. That might not apply to the gentlemen sitting on the platform (laughter). It was a fact that the school-leaving certificate was a difficult examination. Entry into secondary schools was limited to children not exceeding the age of ten.

Several delegates: "No, no."

MR. COLE: Generally speaking, there is a limitation that entrance to secondary schools is limited to the age of ten or eleven.

The object of the amendment, he proceeded, was that there should be established a qualification test which was not limited to the school-leaving certificate in order that equal chances would be afforded to the elementary schoolboy as to the secondary schoolboy.

MR. SCRIMSHAW (Chesterfield) seconded.

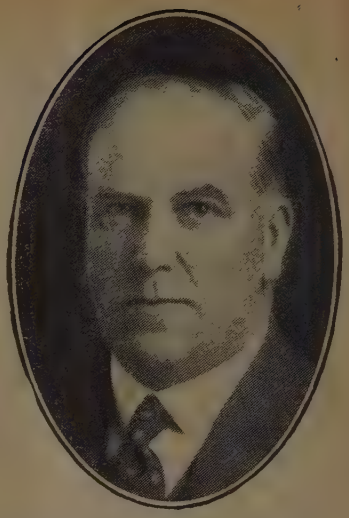
MR. WILLETT, replying to the discussion, said that the Hadow Committee had definitely suggested that the system of recruitment to the service should be adjusted to the educational system of the country. The minimum age recommended was sixteen years, and the National Executive Council did not disagree with that. It might be, however, that the time was not far distant when the school age would be raised to sixteen. Why should they not say that for the future of the service these were their minimum qualifications?

On a show of hands, the Plymouth amendment was defeated by 393 votes to 354. A card vote was demanded, and the necessary number of delegates having risen in support of this demand, the president ordered that a card vote be taken. The result of the card vote was: For the Plymouth amendment, 25,003 votes; against, 29,218 votes. The Plymouth amendment was accordingly declared lost.

The Higher Age Group

The Hadow Committee recommended that local authorities should recruit a certain proportion of junior clerical officers at eighteen or nineteen years of age, the larger local authorities making systematic arrangements to do so. On this recommendation the National Executive Council made the following comment:—

"Subject to it being clearly understood that recruits to the general grade over the age of sixteen years should be put on the scale or grade at the point appropriate to the age, we agree."



Mr. JOHN CHASTON, F.C.I.S., F.S.S.
Clerk, Kettering U.D.C. and Chairman of N.A.L.G.O. Education Committee

MR. WOODCOCK, on behalf of the West Riding County Officers Branch, moved that this recommendation be not endorsed. He said that the higher age group suggested was another name for entry to the service by the public schoolboy or others who were unable to enter the teaching profession. Why, he asked, should systematic arrangements be made by the larger local authorities for recruitment when the authorities were already recruiting without systematic arrangements? There were quite a number of persons unemployed at eighteen years of age. Local authorities were taking advantage of this fact and recruiting them, but were not paying them the salary according to age. The National Executive Council had said they agreed with the Hadow recommendation, "subject to it being clearly understood that recruits to the general grade over the age of sixteen years should be put on the scale or grade at the point appropriate to the age." That, said MR. WOODCOCK, was a pious hope. If it was possible now to recruit these people at the salary normally paid to an entrant at sixteen years of age, was it likely that local authorities making systematic arrangements would pay them more than they would pay to the boy who enters the service at sixteen? Moreover, the boy entering the service at sixteen would have two years' experience by the time the higher group age was reached. What the National Executive Council were asking was that the Conference should agree that a boy entering at the age of eighteen should get the same salary as a boy who had entered at sixteen and now had two years' experience.

MR. STOCKDALE (West Riding) formally seconded.

An Unanswerable Case

MR. CHASTON (National Executive Council) said he hoped the Conference would oppose this amendment. If they were to attach any value to education they must recognise those younger boys and girls from eighteen to nineteen who were receiving instruction in secondary schools—the advanced secondary group. The Hadow Committee said that, in their opinion, the system of recruitment should be adapted to the educational system of the country. That was unanswerable. What was the advantage of giving these boys and girls the education if they were not going to get the benefit of it in the service? (Hear, hear!) The complexity of local government was increasing from year to year, and they wanted the right type of individual in the service. The Hadow Committee said that it was a distinct contradiction to educate young boys and girls and then refuse them admission to such an important service as that of local government.

(*Continued on page 540*)

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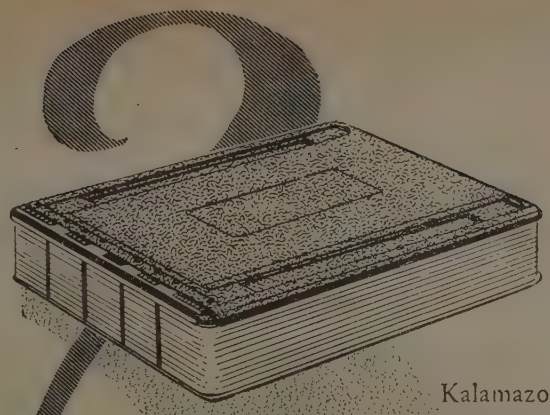

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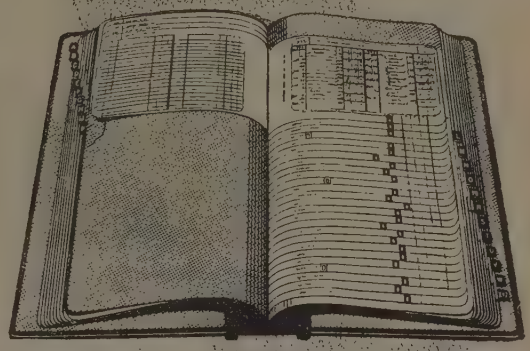

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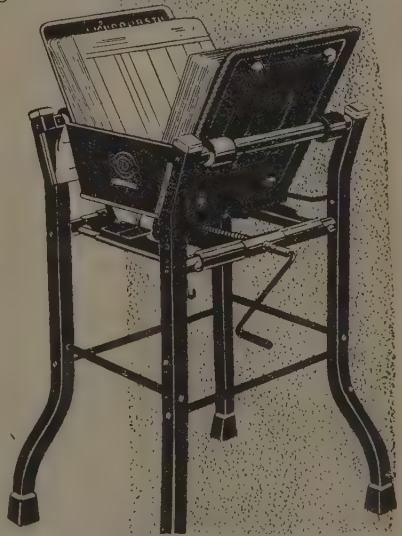

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ANNUAL CONFERENCE *(Continued)*

ADMISSION OF UNIVERSITY GRADUATES TO THE SERVIC

PROS AND CONS OF THE PROBLEM DISCUSSED : DELEGATES DEMAND SAFEGUARDS FOR PRESENT OFFICERS : KEEN DEBATE ON WEST RIDING PROPOSAL

There were three main stages—the elementary school child, the secondary school child, and the person in the university group. The Hadow Committee emphasised that it was neither necessary nor desirable that there should be any privileged treatment. Two years of higher education up to the age of nineteen was certainly

THE PICTURESQUE ITALIAN GARDEN AT SOUTH CLIFF, SCARBOROUGH

of considerable value. Boys and girls receiving that education were receiving a valuable training which they could carry into the local government service. That was something to entitle them to the salary of the particular grade they wished to enter.

MR. ARMITAGE (Sheffield) said that what they were considering referred only to future entrants to the service. Every safeguard would be taken by the National Executive Council to protect the interests of existing officers. They must encourage the best educated youths and girls.

The West Riding proposal was defeated.

Recruitment of Graduates

The keenest discussion in connection with matters arising out of the Hadow Report took place with reference to the recommendation concerning the recruitment of university graduates to the service.

It will be remembered that the Hadow Committee recommended that university graduates should be systematically recruited by the larger local authorities, and there should be central machinery for the selection of this type of candidate. Competitive examination was recommended.

Dealing with this recommendation, the National Executive Council stated :—

> There will be a better chance of placing university graduates in the employment of the larger local authorities if the fullest possible use is made of the provincial universities. Indeed, it may be more practical if the Regional Committees in consultation with the provincial universities in their areas are the media for the selection of the university graduates.
>
> At the present time, there is a number of principal officers who have had university education and, if there is to be any attempt to find a place in the local government service for university graduates, *per se*, we agree that it is "neither necessary nor desirable that they should be placed on a privileged grade" (par. 83) and "we wish further to make it clear that we do not suggest any preferential treatment for graduates, or that a proportion of the highest posts shall be reserved for them" (par. 84). The university graduate recruit must take his place in the grading and salary scales at the point appropriate to his age at entry. It is assumed that in most cases, this type of recruit will have to qualify technically or professionally after he has entered the service and he will probably be commencing his studies towards this end when others of a similar age already in the service will have attained their technical or professional qualifications. N.A.L.G.O. must press for equal facilities to be given to those who join the service at sixteen or eighteen years of age to obtain a university diploma or degree. Those who show ability and initative should, on the recommendation of the Establishment Committee of the local authority, be "seconded to the university" or be given reasonable time to attend lectures and classes.

The West Riding County Officers' Branch proposed that this recommendation be not endorsed. MR. WOODCOCK (West Riding), in proposing the motion, contended that at the present time they had no scales or grades to apply to the systematic recruitment of university graduates. It would not be expected that they should come into the ordinary clerical grade. It would therefore be necessary for the National Executive Council to suggest some other salary scheme if university graduates were admitted. He suggested that the Hadow Report was intended to convert the whole of local government recruitment to a basis similar to that of recruitment to the National Civil Service.

Civil Service Conditions

In the Civil Service they had not reached Utopia so far as salaries and conditions were concerned, and he maintained that one of the reasons was the recruitment of university graduates into that service. To recruit university graduates to the Local Government Service might diminish the chances of existing officers. He believed that local authorities were receiving graduates in increasing numbers. The report of the National Executive Council stated that N.A.L.G.O. must press for equal facilities to be given to those who joined the service at the age of sixteen or eighteen years of age to obtain a university diploma or degree, and those who showed ability and initiative should, on the recommendation of the establishment committee of the local authority, be seconded to the university or be given reasonable time attend lectures and classes. Mr. Woodc suggested that if local authorities could rec university graduates as at present they were likely to give facilities to officers already in service to attend university lectures and cla as suggested by the N.E.C.

Protecting Existing Standards

N.A.L.G.O., he proceeded, had always stres the fact that there was education in the serv If the university graduate was coming into service he would not go in for the examinati in the service. The best qualified men women were in the Local Government Serv There was ample scope to-day for graduate the law, medicine, and in certain educatio spheres. If the local authorities wanted recruit university graduates let them do but he said it was not for N.A.L.G.O. declare that they pressed them to do University education was still the privilege the well-to-do. It was not possible for ev boy and girl to proceed to a university, howe brilliant they might be. His opposition did arise from any obstruction to education or fr any feeling against graduates as such; it w solely with the object of protecting the stand already existing in the service. It was reasc able to suppose that the university deg would in time be superseded by someth higher, and he supposed there would be so pressure for systematic recruitment of t higher group.

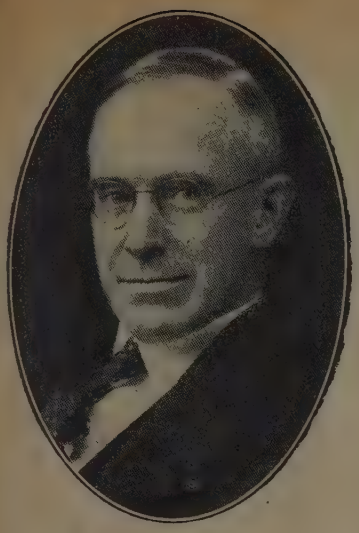
MR. STOCKDALE (West Riding), w seconded, emphasised that the amendm was not so much an attempt to debar graduate from the Local Government Servi It might be said that such an attempt wo be ill-timed, impossible of fulfilment, and n row of outlook. The amendment was

MR. DINGLE FOOT, M.P., who dealt at the Conference with legislativ matters affecting Scottish officers

Mr. Dingle Foot, Barrister-at-law, is M.P. for Dundee. He is the son of Mr. Isaac Foot and was born at Plymouth. He was educated at Bembridge School and Balliol College, Oxford. In 1928 Mr. Dingle Foot was elected President of the Oxford Union and in the same year toured American Universities as a member of the Oxford Union debating team. He was called to the Bar in 1930.

PUBLIC ADMINISTRATION DEGREE WANTED

CONFERENCE'S PLEA FOR EXTERNAL UNIVERSITY FACILITIES: HADOW SCHEME QUID PRO QUO



Mr. ISAAC FOOT, M.P.
who describes Local Government Officers as "the Praetorian Guard of Liberty"

Mr. Isaac Foot, M.P. for the Bodmin Division of Cornwall, does effective work for the local government service in the House of Commons. He was Deputy Mayor of Plymouth, 1920-21; a member of the Round Table Conference on India, 1930-31; Secretary for Mines, 1931-32; and a member of the Joint Select Committee on India. Mr. Isaac Foot has contributed numerous articles to the Press on political and literary subjects.

definite attempt to safeguard the local government officer. There was a doubt in the minds even of witnesses before the Hadow Committee as to how this particular part of the report would operate. He thought it would not operate without difficulty and without infringing the rights of present officers. It was not right to say that graduates would come into the service in the clerical grade and take their place on equal terms with existing officers. Did they think that the graduate would be prepared to come into the service at the age of twenty-one or twenty-two on the clerical grade salary which would be less than he was receiving under a generous scholarship scheme?

Men in the service to-day should have the opportunity to rise without hindrance to the highest clerical posts. The service had been built up by the efficiency and the devotion of its officers who up till recently had not been university graduates. They had been men who had come from the elementary schools and the technical colleges. The service was efficient. The present members of the service would see to it that the educational standards of officers were maintained. (Loud cheers.)

External Degree Examinations

MR. BRODIE (Glasgow), supporting the amendment, said that no external degree examinations were possible in connection with Glasgow University. That meant that it was quite impossible for a man in the service now to obtain a university degree. That was definitely a hardship. It had been suggested to the Glasgow corporation that until the universities adopted a general external degree examination they should not take any action with regard to the admission of university graduates to the service.

MR. DEVITT (Dumbartonshire), said that quite a number of delegates would be in entire sympathy with the principle involved in the amendment, namely, that no detriment should arise to existing officers through any specialist type of recruitment. But the N.E.C. recommendation contained a safeguarding clause, and if they turned down that recommendation there would be no recommendation against the Hadow proposal in this respect.

MR. STONE (N.E.C.) said he hoped the Conference was not going to take a narrow view of the question. No preferential treatment for graduates was suggested. Again, it was suggested that graduates should be placed in the salary scale appropriate to age of entry. It was proposed that equal opportunity should be given to those in the service to secure a university degree. Speakers on the amendment had really spoken on the Hadow Committee's recommendation and not on the N.E.C.'s recommendation ("No, no").

MR. ELVEN (Norwich) said that the Hadow Committee had declared there should not be any preferential treatment for graduates or that higher posts should be reserved for them. In making that declaration the Hadow Committee were on the horns of a dilemma. It must be clear that university graduates going into better posts would get higher rates of remuneration.

The West Riding amendment was defeated. A card vote was demanded, but less than the requisite number of delegates supported the demand. A Kent delegate then moved the reference back of (*b*) (*ii*) of the National Executive Council's motion. The paragraph was eventually referred back.

The National Executive Council did not express any opinion on the recommendation of the Hadow Committee that no premium should be required from pupils articled to officers and that the selection of pupils by officers should be subject to the authority's approval.

The West Midlands District Committee submitted a motion regretting that no opinion was expressed on this recommendation, and expressing the opinion that the recommendation of the Hadow Committee should have the support of the Conference.

MR. OLLIER (West Midlands) proposed the motion, which was carried.

DEGREE IN ADMINISTRATION

Wakefield and District Branch submitted the following motion:—

That this Conference is of the opinion:—

(i) That the universities generally do not afford facilities for a degree in the subject of public administration.

(ii) That existing degrees do not provide suitable courses of study in the subjects of public administration.

(iii) That the existing diploma in public administration is inadequate and an insufficient inducement to local government officers.

(iv) That a degree in public administration open to external candidates should be instituted and thus enable existing and prospective local government officers to qualify on the same standard as prospective university entrants to the service.

MR. WARWICK (Wakefield), proposing the motion, said that the recommendation in paragraph 20 of the National Executive Council's report on the Hadow recommendations read very well, but it was not definite and not constructive. Officers were concerned with the opening up of the universities to members of N.A.L.G.O. at the present time. The Hadow report had "slated" the N.A.L.G.O. examinations. It had said that they were not enough. An examination had to be devised—the general clerical examination. Nothing was said about a degree in public administration being instituted. There were in the service at the present time able men and capable administrators who could not get their market value because they did not possess a "national mark" (laughter) or the hall mark of a qualifying examination. They wanted a degree which would be particular to the administrative service of the country, and which would be generally accepted throughout the country. Their object was to make it possible for the junior to go through the department and rise from the bottom to the top. There was a degree for commerce, and administration was as important as commerce. They had not to consider their predecessors' standards or their own requirements, but the future, and they had to take a forward view. He asked Conference to give the National Executive Council a mandate to say that they would meet university graduates on their own ground.

A Quid Pro Quo

MR. WILDGOOSE (Leeds) said that the universities had a committee sitting for the purpose of looking for posts for graduates. One of the Hadow Committee's recommendations would help them in that. He contended that the universities must give a *quid pro quo*—namely, the facilities asked for in the motion.

MR. JONES (Wigan) objected to clause iii of the motion. He had taken a diploma, and he objected to being told that the diploma was inadequate (laughter). The diploma course at Liverpool had been a success because the university had co-operated with N.A.L.G.O.

A Sheffield delegate said that at present officers were prevented while in the service from taking university studies, except in some enlightened districts such as Sheffield, Manchester, and Liverpool. At Sheffield, where the course was now in its third year, they had had seventy-nine students, of whom sixteen had already qualified, and he was hoping that this year another twenty would qualify. There was a demand in the service for university facilities. They wanted to get into close touch with the universities.

MR. ROBERTS (National Executive Council) said that for some time the policy of the National Executive Council had been closer co-operation with the universities. A grant had been made to universities for support of the diploma. This was only a step towards the degree.

Clause iii of the motion was withdrawn by consent, and the remainder of the motion was carried unanimously.

ESTABLISHMENT COMMITTEES

The following amendment submitted by the Metropolitan District Committee was adopted:

That the motion of the National Executive Council be amended so as to include the following words after the word "Report" in the last line of clause (*b*) (ii) of the motion, viz.: "provided that in connection with the recommendation of the 'Hadow' Committee for the setting up by local authorities of Establishment Committees, the functions of such Establishment Committees should not include functions of local Whitley Councils.

The Conference also adopted an amendment submitted by the Plymouth Branch that the National Executive Council be requested to take such action as it may deem advisable to secure general adoption of the principles of the Hadow Report throughout the service.

(*Continued on page* 543)

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N.A.L.G.O. IN PARLIAMENT

SIR HENRY JACKSON'S TRIBUTE TO THE ASSOCIATION'S ACTIVITIES: WILL SUPERANNUATION HISTORY REPEAT ITSELF?: THE PROBLEM OF REGIONAL GOVERNMENT

Mr. Williams (South Wales District Committee) moved that the best thanks of Conference be extended to the National Executive Council for their excellent work during the year, as shown in the Annual Report. In submitting the motion, Mr. Williams commended the zeal of the members of the National Executive Council in promoting the interests of the Association and the welfare of officers. The motion was carried with acclamation, and Mr. Willett, replying for the National Executive Council, thanked the Conference for their confidence. He mentioned that it had been stated that Mr. Sam Lord's active connection with the Association would cease. That was not so. It was true that to-day he did not hold any active office in the National Executive Council, but Mr. Lord's interest in the Association had not diminished.

The President then introduced to the Conference Sir Henry Jackson, M.P., Mr. Isaac Foot, M.P., and Mr. Dingle Foot, M.P., the Association's Parliamentary supporters.

SIR H. JACKSON'S SPEECH

Sir Henry Jackson said he felt very proud to be associated with an organisation which, year by year, not only demonstrated its strength by a wonderful increase in membership, but also by its power and its effective work. He proposed to summarise the work of N.A.L.G.O. in the House of Commons and the House of Lords. He thanked his colleagues who had been associated with him in that work. The first impression of the work was that of the growing influence of N.A.L.G.O. in Parliament and in the great governing departments of Whitehall and among the great organisations associated with the employing side of the local government administration, such as the Association of Municipal Corporations, the County Councils Association, and others. N.A.L.G.O.'s voice was listened to with increasing respect and authority. That was due to certain fundamental considerations. First of all, it was due to the staff that looked after the organisation in London. They were fortunate in the men who were directing their affairs at the centre. These men always knew when to persist in a case and when to compromise. They demonstrated the combination of those administrative and executive qualities which had contributed so much to the advancement of the local government service. They owed an immense debt to Mr. Hill, and also to their legal secretary, Mr. John Simonds.

As evidence of the Association's increasing authority and prestige, Sir Henry said he wished very briefly to examine three Government Bills introduced during the last twelve months, with which N.A.L.G.O. had been intimately associated. The first Bill introduced by the Minister of Transport in connection with the amendment of the Road Traffic Act involved a vital principle. Sir Henry detailed the provisions of this measure, which have already been given in Local Government Service, and spoke of the steps which had been taken to safeguard the interests of officers in connection with the compensation provisions. The Bill had established a very important principle.

The Unemployment Bill

He next proceeded to deal with the Unemployment Bill, in connection with which, so far as officers were concerned, three problems were involved—namely, the question of superannuation arising out of the transference of local government officers from the existing authorities to the new Unemployment Assistance Board; the question of compensation, assuming that there was redundancy of staff; and the problem of the transfer of existing officers from the present authorities to the new unemployment service. He had put down a series of amendments on each of these three fundamental points, and altogether the response of the Government had been satisfactory. He was hopeful that, although they had not achieved all that they wanted, as time went on they would be more successful. He alluded to the position of the temporary staffs of the Public Assistance Authorities recruited for the work in connection with the Means Test. These men, he said, were doing the work loyally and well throughout

SIR HENRY JACKSON, M.P., who has introduced the Superannuation Bill in Parliament

Sir Henry Jackson, Kt., M.A., M.B., B.Sc., M.P., is chairman of the London and Home Counties Traffic Advisory Committee. Educated at Bury Grammar School and the Universities of Cambridge, London and Edinburgh, he was Fellow and Tutor of Downing College, Cambridge, 1901-1911. Sir Henry has evinced a keen interest in local government matters. In 1921-1924 he was Mayor of Wandsworth. He has represented the interests of N.A.L.G.O. in the House of Commons for some years. He was chairman of the Standing Committee on Mineral Transport. Sir Henry has also been associated with the London Voluntary Hospitals Committee and the London Joint Smoke Abatement Committee, while he has been responsible for scientific papers in the proceedings of the Royal Society, Cambridge Philosophical Society, and Chemical Society.

the country. For them especially N.A.L.G.O. had fought, and he ventured to say that N.A.L.G.O. had obtained a great triumph. He hoped that preference would be given to these men in connection with the filling of appointments under the new Unemployment Assistance Board.

Proceeding to deal with the new Superannuation Bill recently introduced in the House of Commons, Sir Henry recalled that in 1932 he had given an undertaking with regard to a Bill to deal with the question of safeguarding the superannuation rights of officers affected by the temporary abatement of salaries in 1931. He introduced the Bill, but it was blocked and could not proceed. In the next session of Parliament the Government introduced its own Superannuation Bill. That was the first time in the history of local government that a Government had recognised the principle of superannuation for local government officers. The battle of superannuation was won that day when the Government introduced the Bill. The time must come when the Local Government and Other Officers' Superannuation Act, 1922, should be made compulsory upon local authorities (cheers).

He had in his hands the Bill which he had introduced for the purpose of amending that statute. The two main principles embodied were: Part 1 of the Bill sought to make the Act of 1922, which is now voluntary, a compulsory measure; and Part 2 dealt with a number of clauses which, in the light of the experience of the last fourteen years, had been shown to require amendment. If this measure reached the Statute Book it would complete the great story of the struggle of N.A.L.G.O. for superannuation. It might be that there would be considerable opposition to the Bill, but they would fight as bitterly as they could. Sir Henry was hopeful that history would repeat itself in the matter of the Bill of two years ago. He could give them this undertaking, as far as he was able, and so far as authorities with which he was connected were concerned—he was vice-president of the Association of Municipal Corporations—that they were in agreement with the great principle of superannuation, and it would be put on the Statute Book some time or another.

Regional Administration

He admired the power and vigour of the Association. Those who were associated with local government in its many phases recognised to the full that matters of far-reaching importance would have to be faced in the years ahead. New problems of local government must arise. It had been suggested that the local government service would be put on the same basis as the civil service. He dreamed sometimes of great regional administrative units—those responsible for central administration and those responsible for local administration becoming more closely associated as partners. He referred to the London and Home Counties Traffic Advisory Committee, of which he is chairman, and to the regional administration in connection with transport in the Metropolitan area. What kind of government they would have for the Metropolitan area generally he could not at present say.

What was to be the future of local government as regards the great regional areas? That was the problem. In the end the success or failure of administration on a regional area basis would rest upon the officers. The officers had to administer the things that entered into the daily lives of the people. On the wise judgment and discretion of the officers would depend the progress and solution of such questions as housing, town planning, public assistance, and others. Whatever mistakes might be made at Westminster, the officers, he was sure, by their practical experience would correct them (laughter).

That morning they had rightly adopted the great principle of the Hadow Report. The new problems with which they would be faced would demand the most skilled type of local government officer. It was equally important that the community, represented through Parliament or through the great local authorities, should see that the security and remuneration of the service was worthy of the great trust.

MR. ISAAC FOOT, M.P.

Mr. Isaac Foot, M.P., recalled his association with N.A.L.G.O. during the past eleven years. He described the officers of local government represented at that conference as "the abiding element in our public life." The local government service, he added, was the steel frame of the administration of this country. The permanent official represented the stabilising element needed in a very unstable world. How were the standards of the service secured? The raising of these standards was due mainly to those whose names were not known. The essential work in building up the standards of the local government service had been done by those who had never been recognised, but who had done their work faithfully and well.

Proceeding to deal with the wider implications of local administration, Mr. Foot observed that there was considerable conflict between the

ANNUAL CONFERENCE (*continued*)

"PRÆTORIAN GUARD OF LIBERTY"

IF DICTATORSHIP COMES: MR. ISAAC FOOT ON LIBERTY AND THE FREEDOM OF REPRESENTATIVE INSTITUTIONS: DISCUSSION ON ASSOCIATION'S FUTURE POLICY

public interest and sectional interests. Sectional interests were very powerful. They were always articulate and able to bring their forces to bear. Frequently, the public interest was inarticulate. He urged that it was the duty of local government officers to fight always for the public interest against sectional interests. He knew that they would make enemies in doing that. They were bound to make enemies.

Referring to the statement of the president with regard to undesirable influences in connection with appointments in the local government service, Mr. Foot recalled the observation of Abraham Lincoln when, in somewhat doubtful circumstance, he was asked to make an appointment in his administration. That observation was that he (Lincoln) could never repay private debts at the expense of the public. Local government officers, Mr. Foot added, had to do all they could to maintain the high standard of integrity and purity in the administration.

Bulwark Against Dictatorship

In these days, all our institutions were being challenged. Our local government institutions would only survive if they were shown to be equal to the needs of our own generation. If local government institutions were to survive, it would be because they met the special needs of our own special times. He recalled the observation of the president in his address in regard to what was happening in other parts of the world as a warning to which we in this country should pay heed, and if the wearing of a shirt, whether black or red, became the only qualification for entry to the local government service. The word "dictatorship," Mr. Foot said, seemed to be more frequently on our lips to-day. What had that to do with the local government service? It had a great deal to do with it. If dictatorship was established in this country, they could not have a dictatorship at the centre unless they also had dictatorship throughout the land. It would be impossible to have a system of dictatorship at Whitehall and leave the free institutions in the towns. If it meant the shutting down of Parliament and the great local government authorities, it meant a denial of freedom and of representative institutions. If the struggle against dictatorship came in this generation, they would find in the love of liberty and free institutions the bulwark against dictatorship and the abolition of representative institutions. Our great contribution to the world had been the reconciliation of government and freedom.

Mr. Foot added that he would not like to see our town councils run only by local government officers. It was quite true that if they were run by local government officers there would be very efficient local government. He could understand why local government officers might be impatient sometimes about some certain things. He had seen a great many so-called supermen—(laughter)—but he had not met any one in whose hands he would be prepared to trust the supreme control of the multifarious affairs of this country.

When Liberty Goes Out

"You," Mr. Foot declared, pointing to the delegates. "You are the Prætorian guard of liberty. If I were one of those out for a dictatorship I would come to terms with you, and the dictator who wanted to come to terms with you would find his work cut out for him." (Laughter and cheers.) When liberty went out from this country, he concluded, it would go out when the people ceased to regard it as a very precious thing. The preservation of this precious thing was one of the obligations of the men and women engaged in the local government service (loud cheers).

MR. DINGLE FOOT, M.P.

MR. DINGLE FOOT, M.P., said that the Conference should be satisfied with the encomiums passed upon it by his two honourable friends (laughter). More than anyone else outside the civil service, local government officers were constantly having to put up with the idiosyncrasies of elected persons. That they should go out of their way at their annual conference to allow Members of Parliament to address them showed that they were a remarkably patient and long-suffering body of men (laughter).

Mr. Foot proceeded to refer to the Scottish Poor Law Bill. He said that under Section 11 of that Bill they thought they might be able to raise in the Scottish Grand Committee the position of Scottish Poor Law Officers who, generally speaking, did not have the same security which was enjoyed by officers in England. He pointed out that the Superannuation Bill introduced in the House of Commons also applied to Scotland. He hoped that that Bill would have a stimulating effect upon those local authorities who had not yet adopted schemes of superannuation. Dealing with the question of transfer of officers under the Unemployment Bill, he observed that the community was under a very great debt of gratitude to officers, both permanent and temporary, who undertook the unpleasant task of administering the Means Test. They had to see that the undertaking given by the Government with regard to these officers was fulfilled. In conclusion, Mr. Foot emphasised that representative government was a tremendous safeguard for the rights and liberties of the ordinary citizen (cheers).

COLONEL SINNOTT (Gloucestershire) proposed a very hearty vote of thanks to Sir Henry Jackson, M.P., Mr. Isaac Foot, M.P., and Mr. Dingle Foot, M.P., and this was agreed to with acclamation.

The Conference then adjourned for the luncheon interval.

Association's Policy

On the resumption of the Conference at the afternoon session on Monday, consideration was given to the following notice of motion, submitted by the Glamorgan Branch.

> The Glamorgan Branch is of the opinion that the time has now arrived when a National Policy of N.A.L.G.O. should be formulated, and they therefore urge Conference to instruct the National Executive Council to proceed forthwith to obtain recognition of the local government service on the same basis as that of the civil service, and further, that the National Executive Council ask the Government to set up a committee on the same lines as that of the Burnham Committee for the purpose of drawing up national scales of salaries and dealing nationally with service conditions.

MR. BRIGHT (Glamorganshire), in proposing the motion, said they were out for a vital fundamental principle. The Conference should debate the question: "Whither N.A.L.G.O.?" He recalled that the Association was formed with the object of obtaining superannuation. By the passing of the Local Government and Other Officers' Superannuation Act, 1922, that objective was attained. The Association had commenced with a bread-and-butter policy. What had been the position since 1922? Their Association had not had a national policy since the passing of the Act of 1922. They had been led down diverse ways; they might be good ways, such as Logomia, the Building Society, etc. He described these activities, however, as representing "the fancy cake policy," and he urged the Association to get back to the fundamental bread-and-butter policy. They wanted to take the local government officer out of the cockpit of local politics and to put him on the same basis as the teachers, police, and other services, whose conditions were controlled nationally. Until they had formulated that objective they had not obtained a national policy.

He referred to the statement issued by the National Executive Council with regard to scales of salaries and service conditions, and he challenged the National Executive Cou to say that that programme would be put force in the majority of authorities. He u that the local government service should be on a national basis. They should be recogn as a local government civil service. Until had been achieved they were not going forw as they should do. They wanted a scale salaries and conditions of service agreed u by local government officers, associations local authorities, and the Government. W had they to offer to the junior officer? T should offer him a national ideal, a nati policy, a national civil service.

MR. COLE (Plymouth) seconded.

The Whitley Way

MR. WILKINSON (National Executive Coun said that the question was: What was the b method to pursue? He recalled that a mot had been brought forward by the Plymo Branch at the Conference at Folkestone year, and the Conference had decided that method of approach should be by way Whitley Councils. There were four provin Whitley Councils functioning at the pres time, and in those areas covered by Whit Councils the objects of the resolution before Conference had been to a large extent achiev Why had they not a National Whitley Counc He declared that the members were to so extent responsible for that. He urged that the Conference desired to carry out the ide in the motion, the easiest way to do it would by means of a National Whitley Council. the north-western area where they had Whitley Council, conditions were very mu better to-day. The same might be said of t Metropolitan area and of Yorkshire (seve delegates: "No, no!").

MR. MIDDLETON (Plymouth) declared that t alternative put forward by Mr. Wilkinson w "utterly hopeless."

Burnham Scales

MR. TAYLOR (North-Western District Co mittee) said that that morning the Conferen had laid down a policy for the local governme service. If the Hadow Report did anything all, it did at long last give recognition to t local government service as a national servic There was a recommendation with regard the regulation of salaries. There was no dou whatever that in those parts of the count where Whitleyism had been in operation for t last few years conditions had materially impro ed as compared with those prevailing before t institution of Whitley Councils. Contrasti the conditions in the civil service with those the local government service, he mention that a general clerk in the Ministry of Labo was in receipt of a salary of 55s. a week, where a general clerk in the local government servi in the north-western area received £180 a yea That was one of the things that Whitleyis had achieved. It had been suggested that th should have Burnham Scales for the loc government service. He was glad they did n have Burnham Scales in the service in 193 What would have been the result?

A voice: A ten per cent. cut.

Mr. Taylor, proceeding, said that wh happened was that in many cases no cut w made at all. In certain authorities the matt was settled by collective bargaining. The servi as a whole had got away from the panic in 193 better than it would have done if they ha had Burnham Scales.

MR. DOLLAN (Yorkshire District Committe urged the need for the adoption of a consiste policy.

MR. BRIGHT (Glamorgan), in reply to th discussion, pointed out that the salaries teachers had been increased by something li 200 per cent. under the Burnham Scales.

The motion was defeated.

(CONFERENCE REPORT CONTINUE ON PAGE 550)

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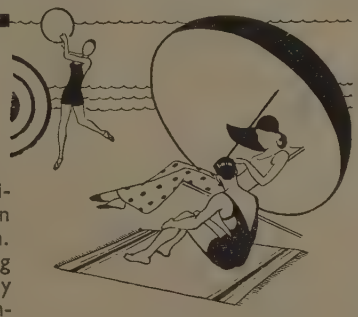

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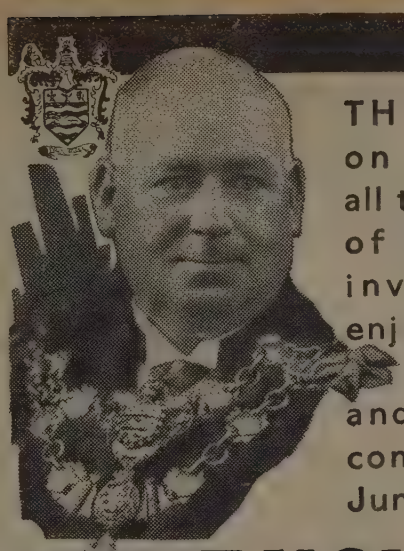

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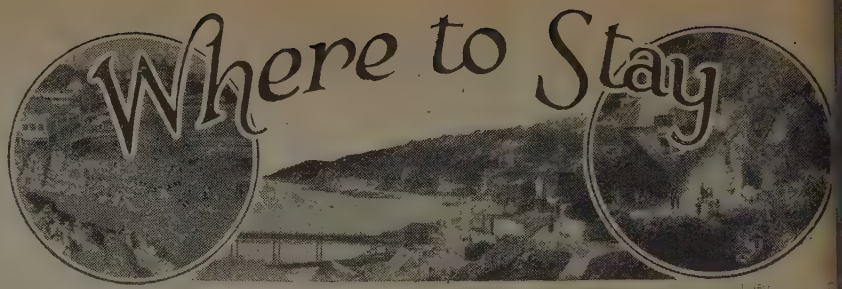

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(*Continued from page 547*)

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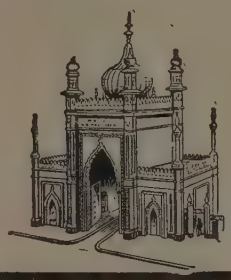

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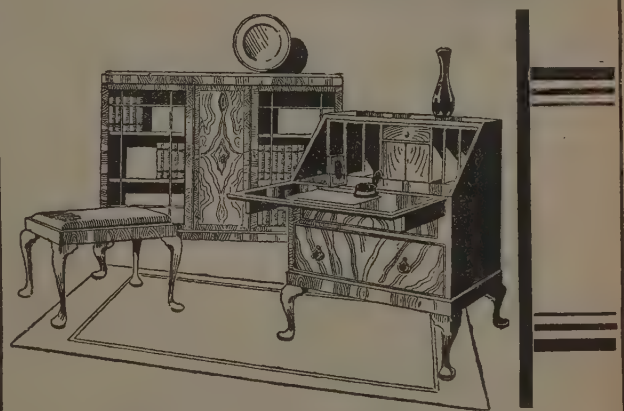

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ANNUAL CONFERENCE

(REPORT CONTINUED FROM PAGE 544)

The following motion was submitted by the Manchester Branch :—

That this Conference being of opinion that the official (Ministry of Labour) cost of living index is out of date and unrelated to the budgets of local government officers, urges the National Executive Council to make representations to the proper authority with a view to the preparation of an index which is up to date and which will be a more reliable reflection of the actual cost of living than is the present basis.

The motion was adopted.

The following motion was submitted by the Metropolitan District Committee :—

That in future no asterisk (*) or other specific indications shall be printed against any of the names of candidates included in ballot papers issued in connection with elections for the National Executive Council.

Mr. Finch (chairman of the Metropolitan District Committee), submitting the motion, said that this question had been before the National Executive Council, who were about equally divided on the matter. He could not see any reason why an asterisk should be printed against any of the names of candidates included in ballot papers issued in connection with elections for the National Executive Council. It had been suggested as a reason for retaining the asterisks was that up and down the country there were members who had not the intelligence to determine for whom to vote. Was it suggested that they had such little interest in the work of the Association that they must be told who the "old hands" were? The work of the member during the year should be the only test for his election to the National Executive Council. They, as local government officers, administered the Ballot Act, and in that connection they knew there must not be any suggestion whatever as regards persons for whom they should vote. By placing asterisks against the names of candidates, the National Executive Council were doing that to-day. They, as officers, were cutting across the principles of the Ballot Act.

Mr. Young (Metropolitan District) seconded.

Mr. Riley (North-Western District Committee) said they were opposed to this proposal. Members were entitled to know who were the candidates who had rendered them good and faithful service, and they were entitled to know those whom they should "chuck out" (laughter). If they did not know who they were, how could they chuck them out and put other people in their place? (renewed laughter).

Mr. Humphries (Manchester) objected to the suggestion that delegates to the Conference did not know for whom to vote.

The motion was carried.

Mr. White (Bath), on behalf of the South-Western District Committee, moved that Rule 9 of the Association's rules be amended to provide that members in receipt of salary and bonus exceeding £120 per annum, but not exceeding £175 per annum should pay a subscription at the rate of 1s. per month.

Mr. Cole (South-Western District Committee) seconded.

The motion was lost.

Mr. Willett, on behalf of the National Executive Council, submitted the following amendment to rules :—

That Rule 19 (*b*) of the rules and constitution of the Association be amended as follows :

Rule 19 (*b*).—Add at the end of section (*b*) of Rule 19 the words : "Provided that nominations made by district committees must be received by the general secretary not later than 5 o'clock p.m. on the 1st day of March, and that nominations must be made by the Council not later than the 31st day of March."

The amendment of rules was agreed to.

The effect of the amendment is as follows, the additions being in *italics* :—

19 (*b*).—Nominations for the Honorary Officers of the Association may only be submitted by the Council and/or a District Committee and all Honorary Officers shall be elected on such nominations by the Annual Conference. *Provided that nominations made by District Committees must be received by the general secretary not later than 5 o'clock p.m. on the 1st day of March and that nominations must be made by the Council not later than the 31st day of March.*

MR. G. LAWSON

Mr. George Lawson, who has been elected representative of the East and North of Scotland area on the N.E.C., was educated at Bathgate Academy, and served his apprenticeship in a legal office. He was chief clerk in a district valuer's office of the Lands Valuation Department before entering the service of the Edinburgh Corporation, where he has been an administrative officer for the past twenty-two years. Mr. Lawson was a R.S.M. in the London Sanitary Corps during the War, and was mentioned in dispatches. He has been a member of N.A.L.G.O for twenty-one years, local correspondent of the Provident and Approved Societies for six years, and secretary of the Edinburgh Branch for four years.

Representation at Conference

Halifax and District Branch submitted the following amendment to rules :—

Delete present Rule 24 and substitute the following therefor :—

Rule 24.—Proportion of Representation. The following shall be the proportion of Representation at a Conference :—

(*a*) Each District Committee may elect one representative.

(*b*) Branches may elect :—

One representative for a membership not exceeding 200.

Two representatives for membership over 200, but not exceeding 400.

Three representatives for membership over 400, but not exceeding 600.

Four representatives for membership exceeding 600.

(*c*) Sectional and professional organisations may elect one representative.

Honorary members and retired members may be appointed as representatives under the provisions of this rule.

An amendment by Croydon Branch was submitted in the following terms :—

Delete clause (*b*) of the present Rule 24 and substitute the following therefor :—

Branches may elect :—

One representative for a membership not exceeding 100.

Two representatives for membership over 100, but not exceeding 200.

Three representatives for membership over 200, but not exceeding 300.

Four representatives for membership over 300, but not exceeding 400.

Five representatives for membership over 400, but not exceeding 500.

Six representatives for membership over 500, but not exceeding 600.

Seven representatives for membership over 600, but not exceeding 700.

Eight representatives for membership over 700, but not exceeding 800.

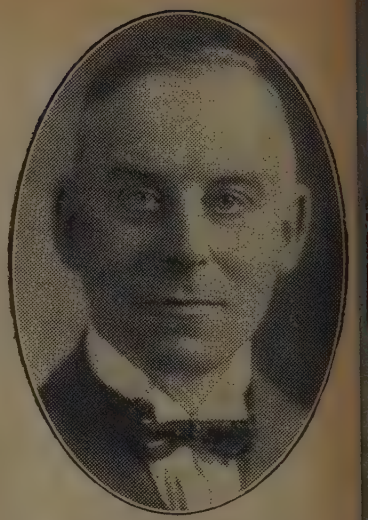
Nine representatives for membership over 800, but not exceeding 900.

Ten representatives for membership over 900, but not exceeding 1,000.

Amendments to the same rule with regard representation were also on the paper in th names of Bath and Exeter branches, but the were, by leave of the Conference, withdrawn.

Mr. Sneezum (Halifax), moving the Halif amendment, said they felt that the conferen had now become unwieldly on account of th increase in membership ("No. No.") Di cussion had become restricted. There was al the question of the high cost to branches sending delegates to conference. The rule ha been formed when the Association was ve much smaller than it was to-day. The co ference was a body for business. If branch had sent the full quota of delegates to th present conference, there would have bee 1,800 delegates, whereas he believed that th day there were present something like 1,1 delegates. A further point was that th increasing number of delegates made th question of selecting a venue for the conferen more difficult.

Mr. Newman (South Western Distri Committee) said he hoped that the Conferen would not accept this motion. They ha



MR. A. A. GARRARD

Mr. A. A. Garrard, the new representative of the Metropolitan District on the N.E.C., was born at Hackney in 1883, and entered the civil service in 1898. He was appointed as junior clerk in the office of the Walthamstow Education Committee in 1901. He entered the service of the East Ham Education Committee in 1903, and was appointed assistant secretary in 1911. Mr. Garrard has been a member of N.A.L.G.O. since 1905. He was chairman of the East Ham Branch for two years; honorary secretary for four years; has been headquarters correspondent since 1924; and chairman of Staff Side and vice-chairman of local Whitley Council 1922, 1924, 1925, etc. Since 1928, Mr. Garrard has been vice-chairman of the Metropolitan District Committee. He was a member of the National Executive Council, 1925–1929, and has been representative of the Association on the National Council of Social Service since 1928. Mr. Garrard served with H.M. Forces in the Honourable Artillery Company, 1917–1919, and saw active service in Egypt and Palestine.

XT YEAR'S CONFERENCE TO BE HELD AT CHELTENHAM

CELEBRATION OF THE CENTENARY OF LOCAL GOVERNMENT

ied the success of the Association very
y through the success of conferences.
thought it would be a thousand pities if
were to take such a retrograde step as
ested in the proposed amendment of rule
e the Conference. Under the proposal, a
ict Committee would elect one delegate.
were they going to preserve continuity
at case?

delegate of the Croydon Branch, moving
Croydon amendment, said that they thought
smaller representation was necessary.
y branches were, in fact, sending the
ber of delegates suggested in the Croydon
ndment. The interests of the branches
d be served just as well, and perhaps
er, by having smaller representation.

MR. WILLETT (National Executive Council)
he did not want Conference to come to any
y decision on the matter. He considered
the more representative they could make
Conference, the greater was the authority
he Association.

he Conference then voted on the Croydon
ndment, which was defeated.

he Halifax motion was then put and was
lost.

he Lanarkshire Branch submitted the
owing notice of motion :—

That Rule 95 of the Rules and Constitution
f the Association be amended as follows :—
Rule 95.—Insert after the words ' Standing
oint Committee' the words ' (in Scotland,
cottish District Committee).'

ing for the N.E.C.

he Eastern District Committee submitted
following notice of motion with reference
Rule 44 (Voting) :—

(1) That the election of the National
Executive Council in future be by means of
proportional representation.

(2) (*a*) That National Rule No. 44 be
mended to read as follows :

Each member shall be entitled to one
ransferable vote in the election of members
f the Council for his or her electoral area or
district, and, in addition, one vote for a
candidate for election as the direct represen-
ative of the women members of the Associa-
ion.

(*b*) That any consequential amendments
necessary to give effect to the foregoing be
made to other rules.

MR. EDWARDS (Cambridgeshire), who pro-
sed the motion, declared that the present
stem did not allow them to make the fullest
e of voting powers.

The motion was lost.

The Kent County Officers' Branch submitted
e following notice of motion :—

That the following additional Standing
Order be adopted :—

LIMITATION OF SPEECHES. No speech
shall exceed ten minutes in length without
the consent of the Conference, which shall
be given or refused without debate.

To this notice of motion an amendment in
e following terms was submitted by the
cottish District Committee :—

" That the word ' seven ' be substituted
for the word ' ten ' in said Notice of Motion."

A delegate, on behalf of the Kent County
fficers' Branch, suggested that many motions
nd amendments were lost because verbose
eople worried the Conference with something
hich was probably not altogether relevant,
nd when people with something to say followed
n there was no opportunity for them to get a
earing.

The Scottish amendment was defeated.

The motion by the Kent County Officers'
ranch was also lost.

The delegates proceeded to consider the
uestion of the venue of the annual conference
of 1935. Mr. Willett, on behalf of the National Executive Council, proposed that the annual conference of 1935 be held in London. He reminded the delegates that next year would be the centenary year of local government in this country. Most of the associations connected with local government would be holding centenary celebrations in London during the year. The National Executive Council suggested that, as representing local government officers, it would not be a bad idea to hold the N.A.L.G.O. Conference in the heart of the Empire.

Mr. C. C. SWEET

Mr. Charles C. Sweet, who has been elected on the N.E.C. as representative of the Urban and Rural Class of Authority, was born at Tiverton in 1889. He is at present Finance and Rating and Valuation Officer and Registrar of Local Bonds to the Rural District Council of Bucklow; and Clerk to the Bucklow Superannuation Joint Committee. Mr. Sweet is also honorary secretary to the Association of Representatives of Rating Authorities in the County of Cheshire and honorary secretary to the Committee of Executive Officers of the Association. He was formerly accountant to the Urban District Council of Altrincham and Superintendent Assistant Overseer; Assistant Borough Treasurer and Registrar of Stock and Bonds, Todmorden Corporation; accountant to the Council and Finance Officer to the Urban District Council of Goole; and Assistant Borough Accountant, Tiverton Corporation. Mr. Sweet is an associate member of the Society of Incorporated Accountants and Auditors. For ten years he has been on the tutorial staff of the Education Committee of the West Riding of Yorkshire for Advanced Commercial Examinations. He assisted with the formation of the Todmorden and District and the Altrincham and District Branches of the Association, and is president and chairman of the Executive Committee of the latter branch.

Mr. FINCH (Chairman of the Metropolitan District Committee) recalled that about two years ago the Metropolitan District Committee invited the conference to meet in London. That proposal was rejected. The annual conference of N.A.L.G.O. had business to transact quite apart from celebration of local government. The celebration of the centenary of local government could equally well be held without the conference meeting in London. There were arrangements connected with the conference which could not be conducted in London. He suggested that the N.E.C. should consider the holding of proper celebrations, but that Conference itself should be held at some place other than London.

A delegate who supported Mr. Finch's proposal declared that as soon as delegates left the conference hall in London they would be practically lost (loud laughter).

A vote was then taken on the proposal to hold the 1935 conference in London, and this was defeated.

Mr. WILLETT suggested that, in the circumstances, the question of the place where the next annual conference should be held should be left to the National Executive Council.

This suggestion was greeted with cries of " No ! No ! " from various parts of the hall.

It was then decided to consider certain invitations received from provincial centres, and to take a vote as between Clacton-on-Sea and Cheltenham. The vote resulted : for Clacton-on-Sea, 271 : against, 386. It was then decided that the annual conference of 1935 be held at Cheltenham.

INDUCTION OF NEW PRESIDENT

DR. A. WOTHERSPOON, the new president, was then inducted to the office for the ensuing year. Mr. Brown, the retiring president, in performing this ceremony, recalled that Dr. Wotherspoon had had a distinguished public career. He was educated at Durham University and then proceeded to Edinburgh University where he took his Degree in Medicine, subsequently obtaining the Diploma in Public Health. Since 1926, Dr. Wotherspoon had held his present office as Medical Officer of Health of Stoke-on-Trent. For several years he had been a member of the National Executive Council by election. He had given unremitting service in the deliberations of the Council, and it was the view of the N.E.C.—and the view of the Conference—that they could not do better than elect Dr. Wotherspoon as President of their great Association for the coming year. As a Medical Officer of Health, he was a chief officer.

He (Mr. Brown) confessed to some gratification that a chief medical officer who had obtained his position on the Council by election had subsequently been elected to the post of President of the Association. He thought that set a good example to the chief officers of local authorities all over the country. They wanted all local government officers in the Association; they did not want the chief officers to be left outside. He felt sure that Dr. Wotherspoon would have a most enjoyable and interesting year in the Presidential chair, and that the same large measure of support would be accorded to Dr. Wotherspoon as had been given to him (Mr. Brown).

President's Speech

After Dr. Wotherspoon had been invested with the chain of office he took the chair, and was received with loud cheers. In a brief address he said that the reception that had been given him almost took his breath away. He wished to thank Mr. Brown for the very nice things he had said about him. He had become a little alarmed when Mr. Brown had spoken about his University qualifications, but he hoped they would feel there was one University graduate who " could get down to it." It had been said that he (Dr. Wotherspoon) was a member of a medical association. He was, in fact, a member of three or four associations, but there was not a single association which gave him so much pride and pleasure as N.A.L.G.O. did (cheers). The professional association was necessarily limited, but in an association such as N.A.L.G.O. one met all sorts and types, and it did one good to hear the other man's point of view. He thanked the Conference most sincerely for his election, and said he would always be proud of that great day (loud cheers).

Mr. Brown, the immediate past President,

ANNUAL CONFERENCE *(Continued)*

SOCIAL FUNCTIONS: BISHOP OF HULL'S ADDRESS TO DELEGATES

proposed that the cordial thanks of the Conference be extended to :—

(1) The Mayor and Mayoress and Corporation of Scarborough. The Mayor and Mayoress had treated them very kindly and had shown them great hospitality.

(2) The local Conference Secretary, Mr. Bartliff, Chairman and members of the Conference Council.

(3) The Lord Bishop of Hull (Designate of Ely) for undertaking the church service in connection with the Conference on May 20.

(4) The Secretary and Committee of the South Cliff Bowling Club.

Mr. Brown also paid a tribute to Mr. Sam Lord and Mr. W. G. Auger, who would no longer be on the National Executive Council.

Mr. Bartliff, in reply to the vote of thanks, said it had been a pleasure to have the Conference at Scarborough, and he hoped that the arrangements had met with the satisfaction of the delegates. He paid a tribute to the Conference Council and specially mentioned Mr. Smettem and Mr. Morris.

The President moved that the best thanks of Conference be extended to Mr. Brown for his services as President during the past year. The motion was cordially adopted, and Mr. Brown thanked the Conference for their kindness to him.

The Conference then terminated.

LUNCHEONS AND CIVIC RECEPTION

As usual, a very pleasant part of the Conference was the arrangements for the social functions. On May 19, the Mayor of Scarborough entertained the National Executive Council and representative members to luncheon at the Royal Hotel. His Worship presided, and the toast of "the National Association of Local Government Officers" was proposed in felicitous terms by Councillor Whittaker, chairman of the Finance Committee of Scarborough Corporation. The President, in responding, paid tribute to the Scarborough Corporation for the admirable arrangements made for the hospitality to the delegates.

On May 21, the president of the Association and the chairman and members of the National Executive Council entertained the Mayor and members of the Corporation and Conference Council to luncheon at the Grand Hotel. Mr. Cecil G. Brown presided, and the toast of "The Conference Council" was proposed by Dr. Wotherspoon, the new president, who commented on the most satisfactory arrangements which had been made by that body for the comfort and convenience of the delegates. The Town Clerk (Mr. Sydney Jones), as president of the local branch, responded. He took the opportunity of thanking the Mayor and Councillor Whittaker for undertaking the journey to Folkestone a year ago to invite the delegates to hold their annual conference of 1934 at Scarborough. On behalf of the local branch, he thanked the retiring president for the work he had done on behalf of the association during the past year. Though Mr. Brown's tenure of office in the presidential chair was terminating, that did not mean there was an end to his labours on behalf of the Association. Mr. Jones also congratulated Dr. Wotherspoon on his election as president, and wished him a happy and successful period of office. The local branch was better and stronger, and the members were more united, because of the work they had undertaken in connection with the holding of the Conference at Scarborough.

On the eve of the Conference, a civic reception was accorded to the delegates, by the Mayor and Mayoress in the Spa Ballroom. The Conference dance and carnival was held at the Olympia Ballroom on the evening of May 21.

In connection with the Conference, motor tours were arranged to the Forge Valley and Hackness; to Filey, Bempton, and Flamborough; to Pickering, Goathland Moors, and Whitby; and to Seamer, Sherburn, Sledmere, Yorkshire Wolds, and Cayton Bay. Many delegates seized the opportunity to visit the Association's holiday centre at Cayton Bay.

CHURCH SERVICE

The annual church service in connection with the Conference was held at the Parish Church of Scarborough on Sunday, May 20. The preacher was The Right Reverend the Lord Bishop of Hull (Lord Bishop Designate of Ely). The delegates numbering some 500 walked in procession from the Grand Hotel to the church and were escorted by the Chief Constable of Scarborough. They were joined at the church by the Mayor and Mayoress and members of the Scarborough Corporation.

The Lord Bishop of Hull, in his address, commented on the fact that public worship was now an established part of public conferences. He offered them in all sincerity a very cordial welcome, and expressed the hope that the Conference would be beneficial to the Association, and, through the Association, to the country. It was a very happy thing that these acts of worship were included in the programme of conferences, because no man, whatever his vocational calling in life might be, could fulfil that vocation unless he had an adequate and reasonable philosophy of life. It was quite impossible to get any adequate and reasonable philosophy of life without God.

At first he had been in some difficulty as to what to say to them in regard to their work. When he had studied their report, however, and had seen how many points they touched on in their varied activities, the question took the form of what he was going to leave out. It was not at all difficult to associate historically the kind of work the church had had to do with the work of local government. The church had been very much concerned with human welfare. It had undertaken the care of men's bodies as well as their minds and spirit. He recalled that in the old days relief of destitution was very largely in the hands of the monasteries and was wisely administered. In the sphere of elementary education there were formerly no State schools at all. The schools were provided by the Church and many of our old grammar schools and colleges owed their establishment to the piety and benevolence of the churches. To-day the Church did care directly for the education of young people.

Transference of Services

As time had gone on and as the public conscience had been stirred and enlightened, there had been a considerable transference to secular authorities of services which had hitherto been in the hands of the Church. Relief of destitution which had largely been administered by the Church was in later days handed over to the Boards of Guardians and still more recently to Public Assistance Committees and other organisations. This particular transference could be welcomed, for these bodies had access to financial resources which could afford more help to people in adverse circumstances. While many hospitals were still on a voluntary basis, their efficiency was matched by some of the hospitals administered from public funds. And so with the care of men's minds. There were, no doubt, some present that morning who could remember the old school boards. Those Boards had gone. Their successors were here. The greater part of the work of education was now in the hands of local authorities. A great statesman had said: "The Englishman pays his taxes in sorrow and his rates in anger." Some of that wrath might be diminished when it was remembered that the boy or girl with plenty brains and no money was enabled to pa from the elementary school to take a hig degree at our universities.

Following divine service, the President ar the Mayor of Scarborough proceeded Oliver's Mount where the President laid wreath on the War Memorial.

Mr. J. W. VINCE

Mr. J. W. Vince, who becomes a representative of the North-Eastern district on the N.E.C., is a native of Birtley, Co. Durham. He was born in 1896, and entered the local government service in 1913. He was elected to the Branch Executive Committee in 1919 on his return from war service. In 1926 he became branch honorary secretary and has held office ever since. He has been a member of the North-Eastern District Committee since 1926 and of the North-Eastern District Executive Committee since 1927. Mr. Vince is well known in the north-east for his work in connection with Sports Committee, having held offices of secretary, assistant secretary, etc., of this committee since 1926. He has been actively interested in the Boy Scout movement for twenty-five years and was presented with the Thanks Badge.

Mr. Vince is in the service of the Education Department of the Durham County Council.

SPORTS COMPETITIONS

Sixteen players representing English ar Scottish rinks participated in the annual bow competition, the award for which is the "Hug Begg" Cup. The competition was held at t South Cliff Bowling Green. The trophy w won by an English rink, skipped by Mr. Crowther (Lewisham), who also skipped t winning rink last year. The other three mem bers of the winning rink were: Mr. T. Dunning (Paddington), Mr. F. A. Hugh (Lewisham), and Mr. J. W. Nelson (Westmo land).

In connection with the annual tennis tourn ment, the winner of the "Lowestoft" Cup w Mr. A. G. Paton (Tunbridge Wells). T runner-up was the former holder, Mr. J. Clements (Kent County Officers). Owing the state of the weather the competition cou not be concluded on Friday, May 18, but w completed before the termination of the Co ference. The tournament took place on t courts of the Yorkshire Lawn Tennis Clu Filey Road.

The winner of the golf competition, whi was played on the North Cliff Golf Cours was Mr. C. P. Rhodes (Scarborough), who w awarded the "Alexander Walker" Shiel Mr. Walker had a net score of 73. Mr. J. Bayne (Scarborough) was runner-up with t same score. The award of the shield w consequently decided upon the best score f the first nine holes, and on this basis Mr. Rhod was adjudged the winner.

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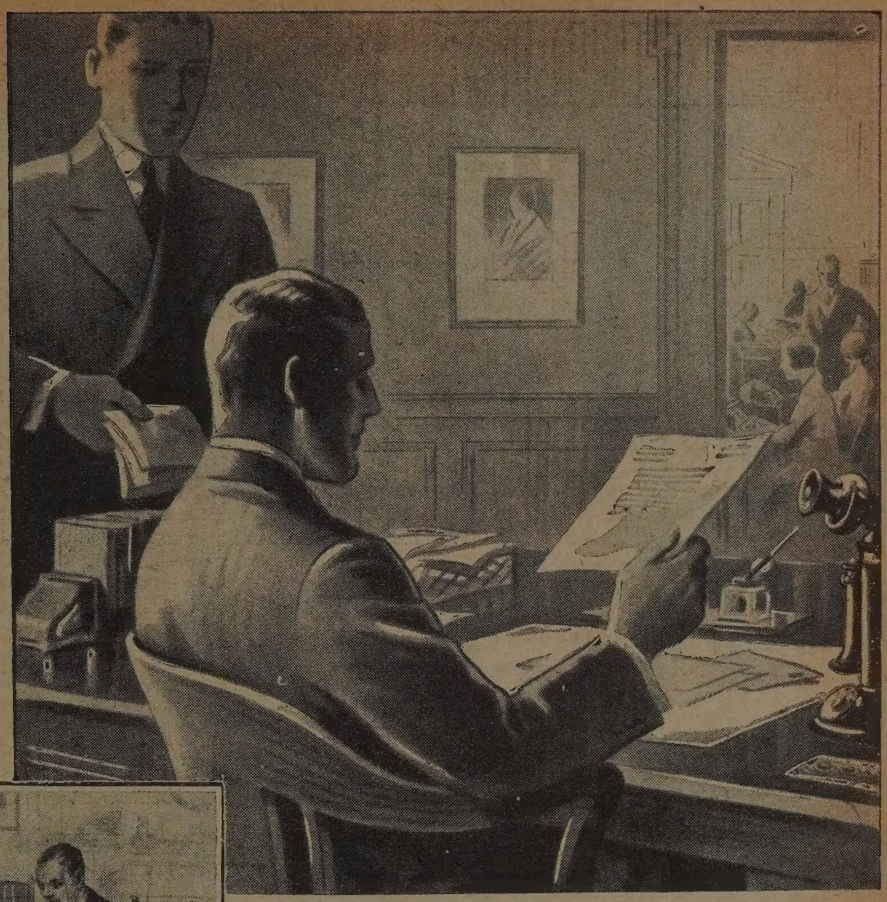

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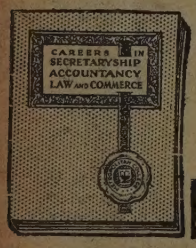

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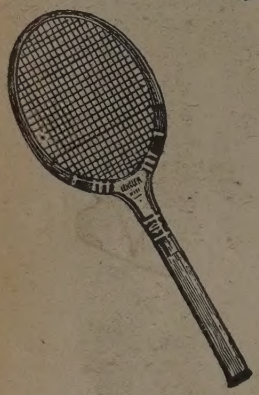

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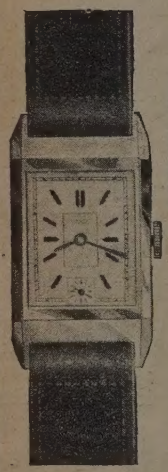

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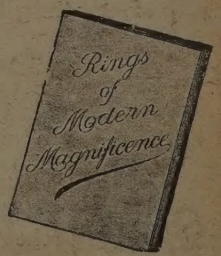

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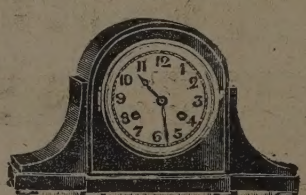

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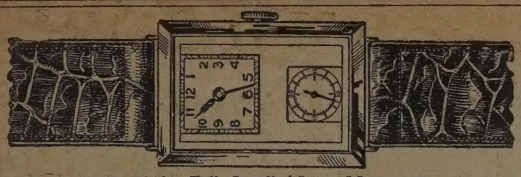

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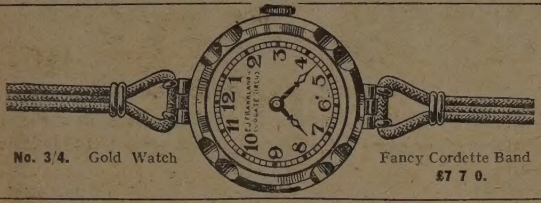

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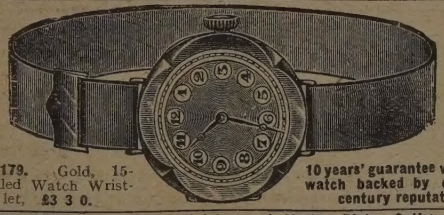

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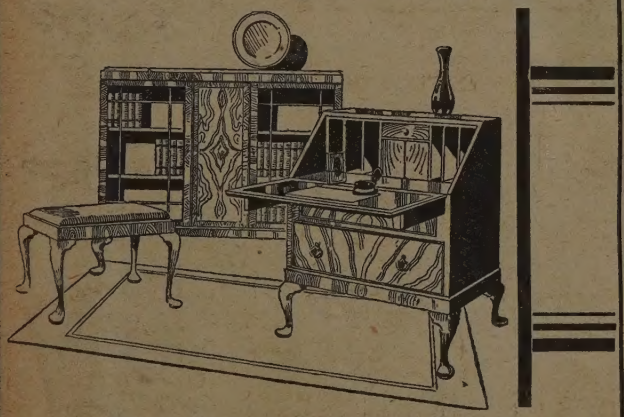

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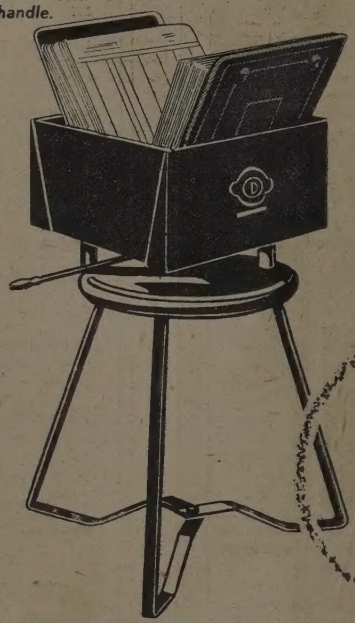

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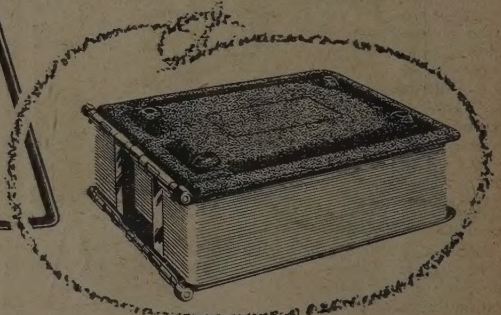

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